

Memorandum
of Agreement



JOINT BIPARTITE COMMITTEE
FOR THE COAL INDUSTRY
New Delhi • 23rd December, 2000

MEMORANDUM OF AGREEMENT

NATIONAL COAL WAGE AGREEMENT-VI

**JOINT BIPARTITE COMMITTEE
FOR
THE COAL INDUSTRY**



**NEW DELHI
23rd December, 2000**

Index

Sl. No.	Subject	Page No.
1.	Reconstitution of JBCCI - VI	1 - 2
2.	Preamble	3 - 4
3.	Chapter - I	5
	1.0 Scope and Coverage	
4.	Chapter - II : Wages, Wage Structure and Dearness Allowance	6 - 8
	2.0 Component of Wage	
	2.2.0 Minimum Wages	
	2.3.0 Basic Wage Structure	
	2.3.3 Wages of Piece Rated Workers	
	2.4.0 Attendance Bonus	
	2.5.0 Special Dearness Allowance	
	2.6.0 Fixed Dearness Allowance	
	2.7.0 Variable Dearness Allowance	
	2.8.0 Minimum Guaranteed Benefit	
	2.9.0 Fitment in the Revised Scale of Pay for Time Rated & Monthly Rated Pay Scales	
	2.10.0 Date of Annual Increment	
	2.11.0 Upgradation of Daily Rated and Monthly Rated Employees who have remained in same category/ Grade for more than 7/8 years	
5.	Chapter III: Wage Rates, Work Norms etc for Piece Rated Workers	9- 12
	3.0 Work Norms and Job Description	
	3.2.0 The rates of wages and workload of different groups of Piece Rated Workers	
	3.3.0 Workload and Rates of Wages for Piece Rated Miners and Loaders in Madhya Pradesh and Maharashtra Coalfields	
	3.4.0 Wages for work above the workload for Piece Rated Workers	
	3.5.0 Fall Back Wages	
	3.6.0 Mechanised Face Crew/Multiskilled Job	
	3.7.0 P. R. Trammers	
	3.8.0 Other Piece Rated Workers	
	3.9.0 Lead & Lift and Tub Pushing Rates	

	3.10.0	Lead & Lift Payment to be Basic Wages	
	3.11.0	Minimum Guaranteed Benefit, Special Piece Rate Allowance/Fitment of Piece Rated Workers in the revised Group Wages	
	3.11.4	Special Piece Rated Allowance	
	3.12.0	Grant of one additional SPRA to Piece Rated Workers who have remained in the same group for a period of seven/eight years in respect of underground and surface workers respectively	
		Note to 3.12.0.	
6.		Chapter - IV : Underground Allowance	13
7.		Chapter - V : Other Allowances	14 - 15
	5.1.0	Washing Allowance	
	5.2.0	Transport Subsidy	
	5.3.0	Additional Transport Subsidy	
	5.3.1	Conveyance Reimbursement	
	5.4.0	Difficulty Allowance	
	5.4.1	Thin Seam Allowance — Rate of Payment	
	5.4.2	Working in Heavy Watery Conditions — Underground	
	5.4.3	Travelling over Steep Gradients	
	5.4.4	Dust	
	5.5.0	City Compensatory Allowance	
8.		Chapter - VI : Leave and National/Festival Holidays	16
	6.0	Annual Leave with Wages	
	6.3.0	Accumulation of Earned Leave/Annual Leave with Wages	
	6.4.0	Sick Leave	
	6.5.0	Casual Leave with Pay	
	6.6.0	National/Festival Holidays	
9.		Chapter - VII : Return Railway Fare and Leave Travel Benefit	17
	7.1.0	RRF/LTC	
	7.2.0	LLTC	
	7.3.0	Class of Entitlement	
10.		Chapter - VIII : House Rent Allowance	18-19
	8.1.0	House Rent Allowance	
	8.1.3	HRA for employees in urban areas	
	8.2.0	House Rent recovery	
	8.3.0	Recovery of Electricity Charges	
	8.3.2	Supply of Fuel	

11.	Chapter - IX : Social Security	20-22
	9.1.0 Life Cover Scheme	
	9.2.0 Workmen's Compensation Benefits	
	9.3.0 Provision of Employment to Dependants	
	9.3.2 Employment to one dependant of the worker who dies while in service	
	9.4.0 Employment to one dependant of a worker who is permanently disabled in his place	
	9.5.0 Employment/Monetary Compensation to female dependants	
	9.6.0 Pension	
12.	Chapter-X : Housing, Water Supply, Medical & Educational Facilities	23-24
	10.1.0 Housing	
	10.2.0 Water Supply	
	10.3.0 Medical Facilities	
	10.4.0 Ambulances	
	10.5.0 Pnemoconiosis	
	10.6.0 Educational Facilities and workers' Education	
	10.7.0 Canteen	
	10.8.0 Other Welfare Activities	
	10.9.0 Holiday Home/Rehabilitation Centre	
13.	Chapter-XI : Production, Productivity, Efficiency and Industrial Harmony	25-26
14.	Chapter - XII : General	27-28
	12.1.1 Existing Benefits	
	12.2.0 Supply of Fuel	
	12.2.1 Payment of Overtime Wages	
	12.3.0 Wages for Weekly Day of Rest	
	12.3.1 Encashment of Earned Leave	
	12.4.0 Contract Labour	
	12.5.0 Advance for Purchase of two wheelers	
	12.6.0 Modalities for Promotion	
	12.7.0 Placement in A-1 Scale of Pay	
	12.8.0 Date of Retirement	
	12.9.0 TA, DA & Dress Manual	
	12.10.0 Anomaly in Grade/Scale	
	12.11.0 General	
15.	Chapter-XIII : Implementation of the Agreement	29-30
	13.4.0 Committees	

13.4.1	Standardisation Committee	
13.4.2	Committee on Production, Productivity, Safety & Cost	
13.4.3	Committee on Incentive Schemes	
16.	Signature of Parties dated 23rd December, 2000 at New Delhi	31-35
17.	Annexure - Preamble — A to G	36-46
18.	Annexure - IIA : Revised Wage Structure (w.e.f. 1.7.1996)	47
19.	Annexure - IIB : Pay Sacle for Assam (North East) Coalfields	48
20.	Annexure-VDA	49
21.	Annexure - 2.9.3 : Illustration of Fitment	50-51
22.	Annexure - III A (3.2.0) : Workload Rates of Wages of PR Workers	52
23.	Annexure-III B Workload Rates of Wages of PR Workers of North East	53
24.	Annexure - III c (i) : Lead, Lift & Tub Pushing for Miners and Loaders	54
25.	Annexure - III c (ii): Lead & Lift for Overburden Removal Workers	55
26.	Annexure-III c (iii) :Lead & Life Rate for Piece Rated Workers other than Miners & Loaders	56
27.	Annexure - III c (iv) : Workload of 100 cft and 118 cft in Madhya Pradesh and Maharashtra Coalfields	56
28.	Annexure-III D : Grouping & workload for Piece Rated Workers	57 - 58
29.	Addendum to NCWA-VI Agreement signed on 23.12.2000	59

JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY

COAL INDIA LIMITED
10, NETAJI SUBHAS ROAD
CALCUTTA - 700 001

No. CIL : C-58 : JBCCI-VI:01

03RD APR 97

Sub : Reconstitution of Joint Bipartite Committee for the Coal Industry for negotiating National Coal Wage Agreement - VI

In terms of letter No. 55011/3/96-IR, dated 28th Feb '97 received from Director, Government of India, Ministry of Coal, New Delhi and as per discussion held on 21st March, 1997 at CIL Headquarters, Calcutta in the meeting of Core Group of JBCCI-V the Joint Bipartite Committee for the Coal Industry (JBCCI-VI) is hereby re-constituted to negotiate National Coal Wage Agreement-VI with the following representatives from the management of coal companies and the five Central Trade Unions :

Sl. No. Name of the Members

Shri P. K. Sengupta, Chairman, CIL Chairman (Ex-officio)

REPRESENTING MANAGEMENT

- | | | |
|-----|--|--------------|
| 1. | Shri A. Chatterjee, Director (Finance) CIL, Calcutta | Member |
| 2. | Chairman/Managing Director, BCCL, Dhanbad | Member |
| 3. | Shri S. K. Sen, Chairman/MD, NCL, Singrauli | Member |
| 4. | Shri B. Dev, Chairman/MD, ECL, Sanctoria | Member |
| 5. | Dr. S. S. Roy, Director (Pers.), CCL, Ranchi | Member |
| 6. | Shri Ashok Mehta, Director (Pers., SECL, Bilaspur | Member |
| 7. | Shri Anup K. Gupta, Director (Pers.), BCCL, Dhanbad | Member |
| 8. | Shri D. K. Verma, Director (Finance), WCL, Nagpur | Member |
| 9. | Shri S. Pandey, Vice-President, HRM, TISCO | Member |
| 10. | Shri G. S. Garcha, Director (RM), IISCO (SAIL) | Member |
| 11. | Shri H. L. Samaria, IAS, Director (PA&W), SCCL | Member |
| 12. | Shri C. H. Khistry, Director (Pers. & IR), CIL, Calcutta | Member Secy. |

Shri B. N. Jha, CGM (P&IR), CIL, Calcutta will act as Co-ordinator.

REPRESENTING WORKMEN

MEMBERS

1. INDIAN NATIONAL MINE WORKERS' FEDERATION, INMWF (INTUC)
 1. Shri Rajendra Prasad Singh, MLA & President
 2. Shri SQ Zama, General Secretary
 3. Shri S. Dasgupta, Adviser
 4. Shri P. K. Pradhan, Treasurer

ALTERNATE MEMBERS (INTUC)

1. Shri MD Viswakarma, Jt. Genl. Secretary
2. Shri GVR Sharma, Asstt. Secretary
3. Shri BV Rao, Vice-President
4. Representative of RCMS, Dhanbad

2. INDIAN MINE WORKERS FEDERATION (IMWF) AITUC

1. Shri Shafique Khan, Jt. General Secretary
2. Shri Sunil Sen, General Secretary

ALTERNATE MEMBERS

1. To be nominated
2. To be nominated

3. AICWF (CITU)

1. Dr. M. K. Pandhe, President (AICWF)
2. Shri S. K. Bakshi, Genl. Secretary (BCKU)

ALTERNATE MEMBERS

1. To be nominated
2. To be nominated

4. HIND KHADAN MAZDOOR FEDERATION. HKMF (HMS)

1. Shri Jayanta Poddar, Genl. Secretary, HKMF
2. Shri Nathulal Pandey, Genl. Secretary, MPKMS (HMS)

ALTERNATE MEMBERS

1. To be nominated
2. To be nominated

5. ABKMS (BMS)

1. Dr. B. K. Rai, Genl. Secretary, ABKMS (BMS)
2. Shri M. A. Rawal, President, ABKMS (BMS)

ALTERNATE MEMBERS

1. Shri Chintal Surya Narayan, Vice-President, ABKMS
2. Shri JN Singh, Secretary, ABKMS, NCL, Singrauli

The date of meeting of JBCCI-VI is being notified separately.



(C. H. KHISTY)
Director (Pers. & IR) &
Member Secy. JBCCI-VI

Distribution :

All Members & Alternate Members of JBCCI-VI

National Coal Wage Agreement-VI

PREAMBLE

- 0.1 The wage structure and other conditions of service including fringe benefits of the employees in the Coal Industry are at present covered under the recommendations of the Central Wage Board for Coal Mining Industry as accepted by the Government of India and made applicable with effect from 15th August, 1967, the National Coal Wage Agreement-I, II, III, IV & V dated 11th December, 1974, 11th August, 1979, 11th November, 1983, 27th July, 1989 and 19th January, 1996 respectively. The provisions of NCWA-I were in operation with effect from 1st January, 1975 to 31st December, 1978, those of NCWA-II from 1st January, 1979 to 31st December, 1982, NCWA-III from 1st January, 1983 to 31st December, 1986, NCWA-IV from 1st January, 1987 to 30th June, 1991 and those of NCWA-V from 1st July, 1991 to 30th June, 1996.
- 0.2 As the operation of the National Coal Wage Agreement-V was upto 30th June, 1996, Joint Bipartite Committee for the Coal Industry (JBCCI-VI) was re-constituted in terms of letter No. 55011/3/96-IR dated 28.02.1997 from the Govt. of India, Ministry of Coal, New Delhi. Further, the deliberation continued in the Core group set up by the JBCCI to arrive at an amicable settlement on wage structure & allowances. The composition of the re-constituted JBCCI to negotiate and arrive at NCWA-VI consisted of representatives of Management & Central TUs as indicated below :

Name of the Organisation	No. of Members
Representing Management :	
(a) Coal India Limited and its Subsidiary Companies	12
(b) Singareni Collieries Co. Ltd.	1
(c) Tata Iron & Steel Co. Ltd.	1
(d) Indian Iron & Steel Co. Ltd.	1
Representing Workmen :	
(a) Indian National Trade Union Congress	6
(b) All India Trade Union Congress	3
(c) Hind Mazdoor Shabha	3
(d) Bharatiya Mazdoor Sangh	3
(e) Centre of Indian Trade Unions	3

- 0.3 The Charter of demand submitted by the aforementioned unions were integrated. While the matter was under discussion, the workmen/trade union representatives pressed for payment of interim Relief to the workmen due to the delay in finalising the agreement, and in the meeting held with the unions on 19th May, 1998 at New Delhi, it was agreed to pay an Interim Relief @12% of Basic wage and FDA as on 30-06-1996 w.e.f. 01-07-1996 per month, on pro-rata attendance basis subject to adjustment against final wage revision. The MoU arrived at in the matter and the circular dated 10-06-1998 issued on the subject are at "**Annexure-Preamble-A**" and "**Annexure-Preamble-B**" respectively.
- 0.4 While the wage structure & allowances were under negotiation the Govt. of India reviewed the matter of Industrial DA pattern for PSEs and announced its decision on percentage

neutralisation of DA for 10 years as well as 5 year wage agreement vide O.I. No. F. No. 2(11)/96-DPE(WC)-GL XXVII dated 26-07-2000 placed at "**Annexure-Preamble-C**". Govt's clarification on Variable DA dated 6-11-2000 and 8-12-2000 are enclosed as "**Annexure-Preamble-D**" and "**Annexure-Preamble-E**" respectively. In terms of DPE's letter dated 8-12-2000, it has been agreed to pay the VDA on revised basis on an index above 1562 as on 1-7-96, subject to adherence to DPE's instructions dated 26-7-2000.

- 0.5 In the Core Group meeting of JBCCI, an MOU was arrived at between the parties which is annexed at "**Annexure-Preamble-F**". The wage structure of various categories of employees as finalised by the Sub-Committee together with MOU dated 13.09.2000 was ratified in the JBCCI meeting held on 25.11.2000 by INTUC, AITUC HMS & BMS.
- 0.6 The members continued to hold the discussions on wages & other issues not covered by the MOU dated 13-09-2000 and after protracted negotiations, another MOU dated 13-12-2000 was arrived at covering all the demands of the Unions. This MOU dated 13-12-2000 was signed by the four Unions viz. INTUC, AITUC, HMS & BMS. This MOU is annexed at "**Annexure-Preamble-G**".
- 0.7 The MOU dated 13-12-2000 was placed for ratification before the JBCCI held on 23-12-2000 and the same was ratified by the four unions.
- 0.8 In terms of the MOU dated 13-09-2000 & 13-12-2000, it is now agreed between the parties to revise the wage structure and allowances as set out under the following Chapters.

Chapter – I

1.0 Scope and Coverage

- 1.1 This Agreement shall be called the NATIONAL COAL WAGE AGREEMENT - VI and will be effective from 1.7.1996 to 30.6.2001.
- 1.2 This Agreement shall cover all categories of employees in the Coal Industry who have been covered by National Coal Wage Agreement - I, II, III, IV and V and also employees of those establishments which are functioning and may be functioning under the Coal Companies.
- 1.3 The Scope of agreement covers the wage structure including Dearness allowances, fitment in the revised scale of pay, pension, fringe benefits, service conditions and other allied matters including welfare/safety measures as contained in the different Chapters of this Agreement.

Chapter – II

Wages, Wage Structure and Dearness Allowance

2.0 Component of Wage

2.1 The wage structure of employees in Coal Mining Industry shall consist of

- (a) Basic Wage
- (b) Special Dearness Allowance (SDA) at the rate of 17.95% of Attendance Bonus or 1.795% of basic wage representing computed fringe benefits of attendance bonus, such as contribution to provident fund, payment in lieu of profit sharing bonus, gratuity etc.
- (c) Variable Dearness Allowance linked to the All India Consumer Price Index Number for Industrial workers (Base 1960 = 100) (here after called Index Number) adjustable quarterly depending on variation in consumer price index number above 1562.

2.2.0 Minimum Wage

2.2.1 The revised minimum wage for the lowest paid employee on surface in the Coal Mining Industry covered by this Agreement shall be Rs.3689.23 per month or Rs.141.89 per day at the All India Average Consumer price index number for Industrial workers (Base 1960 = 100) at 1562. This amount includes the minimum guaranteed benefit of Rs.414.53 per month or Rs.15.94 per day inclusive of Interim Relief.

2.2.2 The break up of the minimum wage of Rs.3689.23 per month or Rs.141.89 per day as on 1st July 1996 linked to AICP Index No. 1562 will be as indicated below :

	Per day (Rs.)		Per Month (Rs.)	
	Pre-revised	Revised	Pre-revised	Revised
(a) Basic Wage/Pay	65.40	126.92	1700.00	3300.00
(b) Attendance Bonus @10% of basic wage	6.54	12.69	170.00	330.00
(c) Special DA	1.17	2.28	30.52	59.23
(d) Fixed DA	9.16	NIL	238.18	NIL
(e) Variable DA	43.69	NIL	1136.00	NIL
Total	125.96	141.89	3274.70	3689.23
Minimum Guaranteed Benefit Inclusive of Interim Relief	15.93		414.53	
Total	141.89		3689.23	

Note : Conversion from monthly to daily rounded off to two decimal places.

2.2.3 The Variable Dearness Allowance will vary according to the shift of the Consumer Price Index Number over 1562 as detailed under Clause 2.7.0.

2.3.0 Basic Wage Structure

- 2.3.1 The revised basic wage structure for different categories, skills and grades, covering daily rated and monthly rated employees as worked out on the basis of this Agreement are detailed under **Annexure - IIA**.
- 2.3.2 The revised basic wage structure for different categories, skills and grades covering both daily rated and monthly rated employees for Assam (North East) Coalfields including Excavation are incorporated in **Annexure - IIB**.

2.3.3 Wages of Piece-Rated Workers

The rates of basic wages of different group of Piece-rated workers together with the rates of fall back wages etc. are incorporated in Chapter - III.

2.4.0 Attendance Bonus

- 2.4.1 The attendance bonus will continue to be paid quarterly at the rate of 10% of basic wage.
- 2.4.2 As computed, fringe benefits on Attendance Bonus are being paid as Special Dearness Allowance alongwith wages, the quarterly bonus shall not attract any other fringe benefits.

2.5.0 Special Dearness Allowance

Special Dearness Allowances shall attract fringe benefits such as Provident Fund, payment in lieu of profit sharing bonus and gratuity etc., the computed fringe benefits which have been worked out at the rate of 17.95% of Attendance Bonus or 1.795% of the basic wage of the employee, will continue to be paid and the same will be called Special Dearness Allowance. This amount at the lowest minimum basic wage of Rs.3300/- as computed would be Rs.59.23. The computed fringe benefits on Attendance Bonus called Special Dearness Allowance will also attract all fringe benefits applicable to dearness allowance.

2.6.0 Fixed Dearness Allowance

The element of Fixed Dearness Allowance will not be there under this Agreement.

2.7.0 Variable Dearness Allowance

The Variable Dearness Allowance at AICPI 1562 (Base 1960 = 100) shall be **"NIL"** as on 1.7.1996. The VDA will be revised quarterly and paid on and from 1st March, 1st June, 1st September and 1st December of every year on the basis of average of AICPI Number for the quarter ending December (Oct-Dec), March (Jan-March), June (April-June) & September (July-Sept) respectively.

"The workers drawing basic pay upto Rs.6550/- p.m. shall be entitled for Dearness neutralisation at the rate of 100% of Basic Pay and those drawing basic pay beyond Rs.6550/- p.m. shall be entitled for Dearness neutralisation at the rate of 75%. However, those drawing a basic above Rs.6550/- per month will not be paid less DA than those who are drawing a basic of Rs.6550/-."

The rate of VDA payable w.e.f. 1.7.96 is tabulated under **"Annexure-2.7.0 - VDA"**.

2.8.0 Minimum Guaranteed Benefit

All employees covered by this agreement who were on the rolls of different units of Coal Companies as on 30th June, 1996 and continued to be on the rolls on 1.7.1996 will be given a minimum guaranteed benefit of 12% of Basic Pay Plus F.D.A. as on 30.6.96 and Rs.181.95 per month i.e. Rs.414.53 per month which is inclusive of Interim Relief paid w.e.f. 1.7.96.

2.9.0 Fitment in the Revised Scale of Pay for Time Rated & Monthly Pay Scales

- 2.9.1 For the purpose of fitment in the revised scheme of pay/wages to the existing total

emoluments of an employee as on 30.6.96, comprising of basic wages including stagnation increments, FDA, VDA, Special DA, Attendance Bonus and Interim Relief will be added an amount of Rs.181.95 in the case of monthly rated employees or Rs.6.99 per day in the case of daily rated employees. The total so arrived at will be divided into Basic Wage, Attendance Bonus (at the rate of 10% of basic pay) and Special DA @17.95% of Attendance Bonus and fitted in the corresponding stage in the revised pay scale. If the new basic wage is below the minimum of the revised scale of pay, then the employee will be fitted at the minimum of the revised pay scale. If the new basic is in between two stages of the revised wage scale, then the employee will be fitted in the next higher stage in the revised wage scale. In case an employee is drawing personal pay in addition to basic pay, the amount of personal pay will also be taken into account in existing total emoluments as on 30.6.96 and the concerned employee will be fitted in the new scale in the same manner as has been detailed above.

- 2.9.2 One general increment in revised scale will be given on 1.7.96 to all those who were on the roll of the Company as on 30.6.96.
- 2.9.3 A few illustration of fitment of employees after one general increment in the revised scale of pay are given in "**Annexure - 2.9.3**".
- 2.9.4 In addition to one general increment as per Clause 2.9.2 one service linked increment for every three years of service subject to a maximum of two increments will be granted from 1.7.1996.

2.10.0 Date of Annual Increments

- 2.10.1 The anniversary date of increment of employees in the revised grade will remain the same as has been agreed to under NCWA-II, III, IV & V viz. 1st of March and 1st of September each year.
- 2.10.2 The employees who have joined coal companies on or after 1.7.1996 and/or who have got different dates of increment, their increments will fall due on the anniversary date of their last increment.
- 2.10.3 The amount already drawn in the existing scales under NCWA-V including interim relief/increment/stagnation increment etc drawn from 1st July, 1996 would be adjusted from the amount that have become due in terms of the revised wages.
- 2.10.4 Employees who reach or are fitted at the maximum or exceed the maximum of the revised scale in the revised wage structure on 1st July, 1996 or reach the maximum of the revised scale at any time during or after the period of this agreement will be allowed annual increment equivalent to the last incremental rate in the revised scales on the due date every year till the next settlement.

2.11.0 Upgradation of Daily Rated and Monthly Rated Employees who have remained in the same Category/Grade for more than 7/8 years.

- 2.11.1 Daily rated and monthly rated employees who have remained in the same category/grade including T&S grade A to A-1 for a period of 7/8 years (underground/surface workers respectively) or more would be upgraded in the next higher category/grade including T&S Grade A to A-1. The P.R. workers will also get benefit of one S.L.U. alongwith additional S.P.R.A. on completion of 7/8 years as per clause 3.12.0. Such upgradation will be undertaken once in a year on 1st January. Daily rated employees in Excavation Special Category who have stagnated for more than 8 years will be admitted one incremental amount in lieu of upgradation.

Chapter III

Wage Rates, Work Norms etc. For Piece Rated Workers

3.0 WORK NORMS AND JOB DESCRIPTION

3.1.0 The grouping of piece rated workers, the work norms and job description for them shall be as laid down under the National Coal Wage Agreement-I and Implementation Instruction No. 69 dated 8th October, 1986 (vide Booklet on "Nomenclature, Job description and Categorisation of coal employees") as amended from time to time.

3.2.0 The rates of wages and workload for different groups of piece-rated workers are given in Annexure-III A, B & D.

3.3.0 Workload and Rates of Wages for Piece-Rated Miners and Loaders in Madhya Pradesh and Maharashtra Coalfields.

3.3.1 The existing workload for miners and loaders of Madhya Pradesh and Maharashtra Coalfields would remain unaltered.

3.3.2 The following shall be the revised rates of wages for workload of 100 cft. and 118 cft. respectively in Madhya Pradesh and Maharashtra Coalfields.

	<u>For workload of 100 cft.</u>	<u>For workload of 118 cft.</u>
Existing rate	Rs. 88.93	Rs. 104.93
Revised rate w.e.f. 1.7.96	Rs. 172.63	Rs. 203.69

3.3.3 The Fall Back wages in respect of piece-rated miners and loaders in Madhya Pradesh and Maharashtra Coalfields would be 100% of the revised rates mentioned above.

3.4.0 Wages for work above the workload for piece-rated workers.

3.4.1 For work in excess of the prescribed workload, a piece-rated worker shall be paid pro-rata increase in the basic piece-rate as well as Special Dearness Allowance and Variable D.A.

3.5.0 Fall Back Wages

3.5.1 Basic fall back wages in respect of different piece-rated groups shall be as indicated in **Annexure-III A & B**. In addition, they will get SDA, VDA, SPRA etc. as applicable to them on full work norms.

3.5.2 There will be a daily review of earnings of piece rated workers to ensure payment of fall back wages which will be inclusive of lead and lift, but not tub pushing allowance. The fall Back wages is payable in case the Piece-rated workers fail to fulfil the work norms on account of factors for which they are not responsible, for example, insufficient supply or non supply of tubs or breakdown of haulages or power shut down. No fall back wages is, however, payable if a worker fails to fulfil the work norms due to his fault.

3.5.3 The case where Fall Back wages are paid continuously, the case will be monitored periodically to ensure effective control.

3.6.0 Mechanised Face crew/Multiskilled job

The workload and wage rates of Mechanised Face crew and group of work of multiskilled jobs will be as per the guidelines formulated by the Sub-Committee of Multi-skill constituted by JBCCI-VI which will submit its recommendation within 6 months.

3.7.0 P. R. Trammers

- 3.7.1 In case of revision of unit rate of trammers effective from 1st July, 1996, the workload and the rate per tub for them should be fixed at Unit level by bi-partite negotiation in such a way that the normal basic earnings of trammers is not less than Rs. 139.14 (basic per day). The workload and rate of payment would be reviewed periodically when changes in condition of work occur.
- 3.7.2 The piece rated trammers will be given an increase in their consolidated emoluments consisting of basic wage, attendance bonus, variable dearness allowance, special DA and IR so as to give them a minimum benefit of Rs. 181.95 per month or Rs. 6.99 per day (over and above IR payable) on the average total emoluments inclusive of basic, attendance bonus, VDA and SDA. In evolving the piece rate, the average number of tubs trammed during the six months period from 1st January, 1996 to 30th June, 1996 will be taken into consideration.
- 3.7.3 (a) Where the work performance of trammers for a period of six months with effect from 1st January, 1996 is more or less the same as compared to the working norm/standard fixed before the NCWA-VI comes into force i.e. prior to 1.7.1996, the revision of tramping rates will be made according to the above clauses.
- (b) Where the work performance is below the norms, the norms will be so revised so as to give them the benefit as stipulated above.
- (c) Where there are wide variations in the work performance on the higher side against the work norms as referred to above, the workload should be so adjusted as to ensure that increase in basic earnings does not exceed 94.12% of the basic earnings as on 30th June, 1996.

3.8.0 Other Piece-rated workers

In respect of other piece rated workers for whom no specific workload and group wage has been fixed, it is agreed that their wage rates will be revised by giving them the same percentage increase in the group wages of the relevant group. Where there is no such group wage the same percentage of increase as in the case of miners/loaders (groupVA) will be given subject to a minimum increase of Rs. 61.88 in basic wage per day.

Joint Committee at the Company level will decide the work load and wages in respect of slurry/pond piece rated workers.

3.9.0 Lead & Lift and Tub Pushing Rates

- 3.9.1 Lead, lift and tub pushing rates for miners and loaders shall be revised as indicated in **Annexure-III C(i)**.
- 3.9.2 Lead & lift for Overburden removal workers shall be revised as indicated in **Annexure-III C(ii)**.
- 3.9.3 Lead and lift rates for piece-rated workers other than miners and loaders including wagon loaders will be as indicated in **Annexure-III C (iii)**.

3.10.0 Lead & Lift Payments to be Basic Wages

Lead and lift payment will be treated as basic wages for all purpose.

3.11.0 Minimum Guaranteed Benefit, Special Piece-Rate Allowance/Fitment of Piece-Rated Workers in the Revised Group Wages

- 3.11.1 The minimum guaranteed benefit of Rs. 414.53 per month or Rs. 15.94 per day inclusive of interim relief will be taken into account while arriving at the revised group basic wages.
- 3.11.2 It is further agreed that in case some of the employees have drawn higher Interim Relief than the amount calculated on the basis of norm as in para 3.11.1, the same will not be recovered from them.
- 3.11.3 (a) One general SPRA shall be given w.e.f. 1.7.96 to all those P.R. workers who were on the roll of Company as on 30.6.96.
- (b) Such of the Piece-rated workers who have served for a minimum period of three years as on 30.6.96 will be entitled to one additional SPRA and those who have served for six or more number of years as Piece-rated workers as on 30.6.96 will be entitled for two additional SPRA with effect from 1st July 1996.

3.11.4 Special Piece-Rate Allowance

Piece-rated workers who were on the rolls on 30th June, 1996 and continued to be so on 1st July, 1996, the following amount, as indicated against each group, will be paid as SPRA annually in addition to their existing SPRA, to provide motivation for achieving higher productivity. This will be effective from 1.7.1996.

Group	Rate of Annual SPRA (Rs. per day)	
	As per NCWA-V	Revised Rates as per NCWA-VI w.e.f. 1.7.96
I	Rs. 1.08	Rs. 1.92
II	Rs. 1.26	Rs. 2.14
III	Rs. 1.67	Rs. 2.60
IV	Rs. 1.67	Rs. 2.60
V	Rs. 2.12	Rs. 3.14
VA	Rs. 2.12	Rs. 3.14

SPRA already drawn on and from 1st July, 1996 onwards will be adjusted and the employees will be entitled to the payment of difference between the rates agreed to herein above and the payment already made to them.

- 3.11.5 Piece-rated workers appointed on or after 1st July, 1996 will also be entitled to earn the Special Piece-rated Allowance after completion of one year continuous service in the manner time rated workers are granted annual increment on 1st March and 1st September.

The Special PR Allowance in respect of piece-rated workers appointed on or after 1st July, 1996 will be regulated as under :

- (a) Those who complete one year of service on any day between 1st July, 1997 to 31st August, 1997 will get their 1st SPRA on and from 1st September, 1997.
- (b) Those who complete one year of service on any day between 1st September, 1997 to 28th February, 1998 will get their 1st SPRA on and from 1st March, 1998.
- 3.11.6 The Special Piece-Rate Allowance will not count for computation of tub rates/piece-rates/pro-rata payment for additional tubs. This amount will, however, be treated as basic for all other purposes.

3.12.0 Grant of one Additional SPRA to Piece-Rated Workers who have remained in the same group for a period of seven/eight years in respect of underground and surface workers respectively.

The grant of additional SPRA to Piece-rated workers who have remained in the same group for a period of 7 years in case of underground and 8 years in case of surface workers shall be given one additional SPRA on completion of 7/8 years service in January, 2001 and so on 1st January of the following years in which they become eligible for additional SPRA.

NOTE :

Where an employee engaged in lower group is temporarily engaged in higher group and subsequently reverted to lower group, the period spent in work of higher group will be treated as having worked in lower group. Where the employee is engaged in work of different groups involving frequent changes in group wages, all such cases or any other dispute as to whether due to change of group, a piece-rated employee will be eligible for one additional SPRA or not, the matter will be mutually settled between the management and the trade unions represented in JBCCI at the Company/Subsidiary level.

Chapter - IV

Underground Allowance

- 4.1.0 The Underground allowance shall continue to be paid to those employees working underground as defined under the Mines Act, 1952 and Regulations framed thereunder.
- 4.2.0 The Underground allowance shall be payable from 1.7.1999 @ 20% of the revised basic pay *minus* Rs. 1800/- per month or Rs. 69.23 per day on pro-rata basis.
- 4.3.0 In case of Assam (North Eastern) Coalfields, the Underground allowance shall be payable from 1.7.1999 @ 25% of revised basic pay *minus* Rs. 1800/- or Rs. 69.23 per day on pro-rata basis.
- 4.4.0 The Underground allowance shall be treated as Wages as hitherto and will be taken into account for the following purposes :
- (a) Calculation of Earned Leave/Annual Leave wages.
 - (b) Payment for national/festival holidays.
 - (c) Sick leave/Casual leave with wages.
 - (d) Overtime allowance.
 - (e) Gratuity and Post Retirement Benefit Scheme.
 - (f) Contributions towards CMPF/other contributory Provident Fund.
 - (g) Injury on duty.

Chapter - V

Other Allowances

5.1.0 Washing Allowance

Employees who will be provided with uniform by the Management will be paid a Washing Allowance at the rate of Rs. 40/- per head per month with effect from 1.7.1999. In respect of nursing staff, however, the amount of Washing Allowance payable to them will be Rs. 50/- per head per month with effect from 1.7.1999. Where washing of uniforms is arranged by the Management, the Washing Allowance will not be paid.

5.2.0 Transport Subsidy

5.2.1 Employees who do not utilise Company's transport either free or on payment of nominal or subsidised rate will be paid transport subsidy at the rate of Rs. 5/- per day of actual attendance from 1.7.1999.

5.2.2 In case of an employee transferred to another Colliery, if such employee is required to report at the old place of work from where he is required to report to the new place of work for duty the existing arrangement for transporting them from the old colliery to the new colliery will continue. He will, however, get Rs. 5/- per day of actual attendance with effect from 1.7.1999 as long as he is required to report to the old place of work.

5.3.0 Additional Transport Subsidy

Additional Transport Subsidy/Night Shift allowance at the rate of Rs., 7/- per day of work will be paid from 1.7.1999 to those in the last shift in night whether it is called night shift or third shift or C shift commencing from 10.00 PM onwards.

5.3.1 Conveyance Reimbursement

Scooter/Moped/Motor Cycle (Two Wheeler) conveyance reimbursement will be paid at the rate of Rs. 12/- per day of attendance. Employees getting Conveyance Reimbursement shall not be entitled for Transport Subsidy. The existing employees who are having valid driving licence with ownership of the vehicle will be eligible for conveyance reimbursement with effect from 1st January 2001.

5.4.0 Difficulty Allowance

5.4.1 Thin Seam Allowance

Considering the special difficulties of piece-rated and time rated/monthly rated workers in the face underground in thin seams the following payment shall be made :

Rate of Payment :

- (i) Seams above 1.5 m thickness — NIL
- (ii) Seams of 1 metres to 1.5 metres thickness :
 - (a) An amount equal to 5% of revised basic for basket loading and 2.5% of revised basic for shovelling on to conveyor.
 - (b) An amount equal to 2% of revised basic for time rated, monthly rated and other piece-rated workers required to work at a place where height is between 1 to 1.5 m.
- (iii) Seam below 1 metre thickness :

The management assured that seams below 1 metre thickness will not be worked till the signing of the next agreement.

5.4.2 Working in Heavy Watery Conditions — Underground

Rain coats, gum boots and hoods shall be provided to such of the workmen who are exposed to heavy watery conditions in underground mines.

5.4.3 Travelling over Steep Gradients

Where travelling over steep gradients exceeds 1000 metres and the average gradient is in excess of 1 in 3, an allowance of Rs. 1.90 per shift will be paid to each of the workers working in such a mine or district or section with effect from 1.7.1999. Where such travelling exceeds 2000 metres, this allowance will be Rs. 3.80 per attendance with effect from 1.7.1999.

Note : For this purpose, the average gradient means the level difference between bottom of pit or incline mouth to the relevant working place divided by the plan distance between the two places.

5.4.4 Dust

Workmen exposed to heavy dusty conditions at the place of work will be provided with "Dust Mask".

5.5.0 City Compensatory allowance

The payment of CCA will be decided within one month including rates and date of payment.

It was decided that CCA will continue to be paid and/or be payable as per Govt. of India's order/direction issued from time to time.

NOTE :

It is clarified that the employees of Coal Companies/establishments stationed for duty in Dhanbad and other coalfield areas, who are in receipt of concessions such as free fuel/ free house etc. will not be entitled to City compensatory Allowance.

Chapter - VI

Leave and National/Festival Holidays

R

6.0 ANNUAL LEAVE WITH WAGES

7.

6.1.0 Annual leave with wages will be continued to be governed by the provisions of the Mines Act, 1952.

7.

Note : For the purpose of computation of attendance for determining the eligibility for earned leave, all authorised paid leave (Sick Leave with full pay, Casual leave with pay, Maternity leave with pay, days of absence on account of injury arising out of employment or on account of occupational disease with pay, as well as paid holidays) would be included. These paid leaves would, however, not earn any further leave.

6.2.0 The prevalent practices in respect of Earned Leave, Casual and paid festival holidays will, however, continue if more favourable.

6.3.0 Accumulation of Earned Leave/Annual Leave with Wages

The existing provisions relating to the accumulation of Earned Leave/Annual Leave will be upto 100 days.

6.4.0 Sick Leave

6.4.1 The existing provisions relating to Sick Leave of 15 days with full pay in a calendar year will continue. Sick leave with full pay will accumulate upto 90 days.

6.4.2 Grant of Special Leave to employees suffering from Heart disease, TB, Cancer, Leprosy, Paralysis, Renal diseases, H.I.V. and Brain disorder.

(a) Employees suffering from Heart Disease, TB, Cancer, Leprosy and Paralysis, Renal diseases, H.I.V. and Brain diseases shall be granted leave at 50% of basic pay, VDA and SDA upto (6) six months during the tenure of service period on the basis of recommendations of the Company Medical Officer or any other hospital to which the cases may be referred for treatment by the Management.

(b) It is also agreed that in case of relapse or otherwise continuance of aforesaid ailments, such of the employees shall be granted further leave at 50% of basic pay, VDA & SDA upto (6) six months during the tenure of service period on the basis of recommendations of the Company Medical Officer or any other hospital to which the cases may be referred for treatment by the Management.

(c) The modalities for grant of leave on account of Brain diseases will be discussed and decided by the Standardization Committee.

6.4.3 An employee suffering from Heart disease and advised rest by Specialist will further be entitled to the above leave with half pay upto a period of 6 months on the recommendations of the Company Medical Officer.

6.5.0 Casual Leave with pay

The existing provision regarding grant of Casual Leave incorporated in clause 7.4.1 to 7.4.6 of NCWA-II will continue to be operative with the clarifications issued on the subject.

Casual leave can be granted 4 days at a time as per present practice. The management agrees for grant of extension of leave in special circumstances. Further modalities for grant of extension of leave can be discussed and decided.

6.6.0 National/Festival Holidays

The existing eight National/Festival holidays will continue as at present.

Chapter - VII

Return Railway Fare and Leave Travel Benefit

7.1.0 R.R.F./L.T.C.

7.1.1 Currently employees are entitled to LTC & LLTC once in a block of 4 years. LTC may be availed of for 4 adult units maximum and upto a distance of 750 kms each way in lieu of home town or more if the home town is more than 750 kms from the place of duty. Alternatively, the employees who have not opted for LTC are eligible to receive RRF for outgoing and return journey to their home town for self only according to their entitlement every year under RRF scheme. Besides, they are also entitled to LLTC in a block of 4 years (in lieu of RRF for self in a block of 3 years — the 4th year RRF being set off against LLTC).

Note :

- (a) Those employees who are availing RRF may opt for LTC in lieu of RRF on or before 31.12.2001.
- (b) Those employees who join after signing of this agreement will not be entitled for RRF but will avail LTC.

7.1.2 The existing system with regard to payment of L.L.T.C./L.T.C./R.R.F. will continue.

7.2.0 LONG LEAVE TRAVEL CONCESSION

7.2.1 The existing distance of 1700 kms each way in respect of block of 4 years Long Leave Travel Concession will continue.

7.2.2 The maximum number of units that can be availed of the above benefit will be 4 (four) adult units.

7.2.3 Where both wife and husband are employed in the same coal company, they will be jointly entitled to LTC/LLTC benefit subject to a maximum of 6 (six) adult units or actual number of family members of the workman concerned, whichever is less, falling within the scope of the "Family" as laid down in the existing rules.

7.3.0 CLASS OF ENTITLEMENT

7.3.1 In view of the change in salary structure, the entitlement of First class (Non-AC) fare will be Rs. 3532/- (basic pay) per month in respect of RRF and Rs. 3575/- (basic pay) per month in respect of Leave Travel Concession/L.L.T.C. In other words, employees drawing a basic pay of less than Rs. 3532/- (basic pay) per month will be entitled to RRF of Sleeper (Non AC) class and in respect of LTC/LLTC those drawing basic pay less than Rs. 3575/- p.m. will be entitled to Sleeper (Non AC class). Other conditions shall remain the same.

House Rent Allowance

8.1.0 HOUSE RENT ALLOWANCE

8.1.1 The Existing house rent allowance of Rs. 60/- per month will be increased to Rs. 75/- per month with effect from 1.7.1999 and will be paid to those employees who have not been provided with residential accommodation.

8.1

8.1.2 Payment of house rent allowance will be regulated as indicated below:

- (a) Employees excepting those who have been allotted the following types of houses individually will be eligible for house rent allowance at the rate of Rs. 75/- per month.
 - (i) Any pucca house consisting of one or more rooms with common or separate latrine and bath.
 - (ii) House under New Housing scheme, Low Cost Housing Scheme or single room, arch type tenements with latrine and bath.
- (b) If a double roomed house has been allotted to two workmen, both the allottees shall be entitled to 50% of house rent allowance each i.e. Rs. 37.50 per month per head.
- (c) If single roomed house is allotted to more than one person or if a double roomed house is allotted to more than two persons, all the allottees shall be eligible for house rent allowance at the rate of Rs. 75/- per month.
- (d) Employees who have been allotted a seat in the barracks or mess or hostel shall be eligible for house rent allowance at the rate of Rs. 75/- per month.
- (e) Where husband and wife both happen to be employees and where any one of them is allotted the same house of the type referred to in Clause (a) above, they shall not be entitled to house rent allowance.
- (f) Employees who have been allotted single room or Arch type tenement however will be entitled to house rent allowance if the house is not provided with separate or common latrine/bathroom.

8.1.3 House Rent Allowance for Employees in Urban Areas

The govt. classification on the subject will be followed. The rate and date of payment will be decided within one month.

8.2.0 House Rent Recovery

8.2.1 In respect of recovery of house rent from the employees provided with residential accommodation, status quo will be maintained, except in case of workmen provided with miners type or lower type quarters where no recovery of house rent will be made.

8.2.2 Merely as a consequence of an increase in basic wage in terms of this agreement, there will not be any change in the eligibility of the workmen for allotment of different type of quarters, nor there will be an increase in the house rent.

8.3.0 Recovery of Electricity Charges

8.3.1 In the Coalfield areas where the employees are provided with quarters by the Management and also electricity from the bulk supply obtained by them from the electricity boards or other agencies, the employees shall be entitled to a free consumption of 30 KWH per quarter per month on a uniform basis. For consumption beyond this limit, the employees will be required to pay at the same rate at which the Electricity Supply Undertakings charge the Coal Companies.

8.3.2 Supply of Fuel

Free supply of coal on the prescribed norms will continue. However, an endeavour will be made to reimburse the cost of about 14.5 kg of Liquid Petroleum Gas (L.P.G.) The Company will make efforts to arrange supply of gas in phased manner.

Chapter - IX

Social Security

9.3.4

9.4.1

9.1.0 Life cover Scheme

The existing Life cover Scheme will continue except that the amount to be paid in addition to the normal gratuity shall be Rs. 30,000/- and that the Life cover Scheme shall be delinked from gratuity. It will be effective from 1.1.2000. However, those died before 1.1.2000 and if their dependants have not been paid till date will also be paid at the above rate.

9.2.0 Workmen's Compensation Benefits

It is agreed that —

9.2.1 The employees covered by this Agreement shall be entitled to the benefits admissible under the Workmen's Compensation Act, 1923.

9.2.2 The benefits under the Workmen's Compensation Act will not be affected adversely on account of the revision of wages by this Agreement.

9.2.3 An employee who is disabled due to accident arising out of and during the course of employment, will get full basic wages and dearness allowance from the date of accident till he/she is declared fit by the Company's Medical Officer. The disabled employee will have to remain under the treatment of the Coal Company's Medical Officer or in a hospital approved/referred by the coal company to be entitled to the benefit.

9.2.4 The compensation shall be paid on the basis of the last wages drawn immediately before the employee met with the accident.

9.2.5 It is further agreed that the payment of wages made to employees during the period of temporary disablement due to accident arising out of and in course of employment will not be deducted from the lumpsum amount payable towards compensation for any permanent, partial or total disablement resulting therefrom.

9.2.6 In addition to the compensation payable under the Workmen's Compensation Act, an ex-gratia amount of Rs. 25000/- in case of death or permanent total disablement resulting on account of accident arising out of and in course employment will be paid. It will be effective from 1.1.2000. However, pending cases of those employees who died before 1.1.2000 and if the benefit has not been paid to the dependant till 1.1.2000 will also be paid at the above rate.

9.3.0 Provision of Employment to Dependants

9.3.1 Employment would be provided to one dependant of workers who are disabled permanently and also those who die while in service. The provision will be implemented as follows.

9.3.2 *Employment to one dependant of the worker who dies while in service*

In so far as female dependants are concerned, their employment/payment of monetary compensation would be governed by para 9.5.0.

9.3.3 the dependant for this purpose means the wife/husband as the case may be, unmarried daughter, son and legally adopted son. If no such direct dependant is available for employment, brother, widowed daughter/widowed daughter-in-law or son-in-law residing with the deceased and almost wholly dependant on the earnings of the deceased may be considered to be the dependant of the deceased.

9

9.3.4 the dependants to be considered for employment should be physically fit and suitable for employment and aged not more than 35 years provided that the age limit in case of employment of female spouse would be 45 years as given in Clause 9.5.0. In so far as male spouse is concerned, there would be no age limit regarding provision of employment.

9.4.0 Employment to one dependant of a worker who is permanently disabled in his place

- (i) The disablement of the worker concerned should arise from injury or disease, be of a permanent nature resulting into loss of employment and it should be so certified by the Coal Company concerned.
- (ii) In case of disablement arising out of general physical debility so certified by the Coal Company, the employee concerned will be eligible for the benefit under this clause if he/she is upto the age of 58 years.

The term 'general physical debility' would mean deficiency of a workman due to any disease or other health reason leading to his/her disablement to perform his/her duties regularly and/or efficiently.

- (iii) The dependant for this purpose means the wife/husband as the case may be, unmarried daughter, son and legally adopted son. If no such direct dependant is available for employment, brother, widowed daughter/widowed daughter-in-law or son-in-law residing with the employee and almost wholly dependent on the earning of the employee may be considered.

In so far as female dependants are concerned, their employment would be governed by the provisions of clause 9.5.0.

- (iv) The dependants to be considered for employment should be physically fit and suitable for employment and aged not more than 35 years provided that the age limit in case of employment of female spouse would be 45 years as given in Clause 9.5.0. In so far as male spouse is concerned, there would be no age limit regarding provision of employment.

9.5.0 Employment/Monetary compensation to female dependant

Provision of employment/monetary compensation to female dependants of workmen who die while in service and who are declared medically unfit as per Clause 9.4.0 above would be regulated as under :

- (i) In case of death due to mine accident, the female dependant would have the option to either accept the monetary compensation of Rs. 4,000/- per month or employment irrespective of her age.
- (ii) In case of death/total permanent disablement due to cause other than mine accident, and medical unfitness under Clause 9.4.0., if the female dependant is below the age of 45 years she will have the option either to accept the monetary compensation of Rs. 3,000/- per month or employment.

In case the female dependant is above 45 years of age she will be entitled only to monetary compensation and not to employment.

- (iii) In case of death either in mine accident or for other reasons or medical unfitness under Clause 9.4.0, if no employment has been offered and the male dependant of the concerned worker is 12 years and above in age, he will be kept on a live roster and would be provided employment commensurate with his skill and qualifications when he attains the age of 18 years. During the period the male dependant is on live roster, the female dependant will be paid monetary compensation as per rates at paras (i) & (ii) above. This will be effective from 1.1.2000.

- (iv) Monetary compensation wherever applicable, would be paid till the female dependant attains the age of 60 years.
- (v) the existing rate of monetary compensation will continue. The matter will be further discussed in the Standardisation Committee and finalised.

Note : In the case of TISCO, the matter would be settled at bipartite level.

9.6.0 Pension

Contribution and benefits will be regulated as per Coal Mines Pension Scheme, 1998.

- 9.6.1 The decision of CMPF Trust to cover NCDC/CCL PF and CMALSPF employees in the Coal Mines Pension Scheme 1998 will be pursued.
- 9.6.2 It is agreed to take up the matters with CMPF Trust regarding the coverage of employees in the Coal Mines Pension Scheme who contributed to the pension fund in terms of NCWA III/IV & V and for modification of minimum qualifying service of 5 years instead of 10 years for eligibility to pension.
- 9.6.3 It is agreed to take up the matter with CMPF Trust regarding the coverage of workmen, who were contributing towards family pension scheme since the year 1989 and retired after 31.3.1994, in the Coal Mines Pension Scheme 1998.
- 9.6.4 It is agreed to notify the pension scheme of Ex-NCDC employees who were receiving pension under the Central Government Scheme and whose cases were covered by the decision of Hon'ble High Court in case No. LPA No. 67 of 1994 (R) order dated 15.1.1997 and W.P. No. 2043 of 1992 with WP of 831 of 1993 order dated 30.11.1998.

10.1
10.1
10.
10.
10
10
10

1

Chapter - X

Housing, Water Supply, Medical & Educational Facilities

10.1.0 House

- 10.1.1 All efforts will be made to meet the stipulation made by Department of Public Enterprises for construction of Houses. The aforesaid houses will not be lower in standard than prescribed by DPE. All efforts will be made to get adequate funds from Government, Bank, LIC, HUDCO. etc. for this programme and also for getting allotment of land from State Governments.
- 10.1.2 All the standard houses to be constructed will be provided with electricity, water tap and fan.
- 10.1.3 The standard houses which have not yet been provided with electricity, water tap and fan will also be provided with the same. Other houses, belonging to the companies for which the occupants are not entitled to house rent allowance will also be provided with fan.
- 10.1.4 All quarters/hutments belonging to coal companies will be repaired and maintained by the respective management. Adequate fund will be provided for this purpose.
- 10.1.5 All out efforts will be made to provide land for Co-operative Housing with infrastructure.
- 10.1.6 It is also agreed that in case the workers construct houses by obtaining loan from financial institutions like Bank, LIC, HUDCO or any other recognised financial institution, the management will give guarantee regarding deduction in suitable instalments and remittance thereof towards repayment of the loan amount to the lending institution. In case the workers take loan both from Company and financial institutions the employees will be allowed for mortgaging the property concurrently in respect of financial institutions and the Company.

10.1.7 Town Administration

There will be a separate Town Administration Department in each Company with the responsibility of maintaining the houses, water supply and sanitation. A Public Health Engineer/Civil Engineer will be incharge of maintenance of water supply system in each Area. The Town Administration set-up is to become operative in three months' time from the date of signing the Agreement.

10.2.0 Water Supply

- 10.2.1 It is reiterated that water supply scheme will be provided so as to ensure supply of 15 gallons of water per employee per day in quarters. Steps will be taken to ensure that short term schemes are made to supply water till long term schemes become operative. It will also be ensured that potable water is made available at work sites. Steps will be taken to ensure that filtration plants are operative.

10.3.0 Medical facilities

- 10.3.1 Every endeavour will be made by the Management to achieve the rate of one hospital bed for 100 employees. However, it will be ensured that the ratio of 1 to 100 will be achieved during the period of the agreement. It is agreed that efforts will be made to improve the quality of medical services by providing infrastructural facilities and taking other suitable measures including handing over the medical services to reputed agencies for Medicare.

The recommendation of the Kumaramangalam Committee will also be kept in view. Budgetary provision would be made for medical services at a rate not less than Rs. 900/- per employee per annum excluding capital expenditure and establishment costs for next five years.

10.3.2 The Ayurvedic system of treatment will be maintained and improved upon to provide medical facilities to employees.

10.3.3 The unanimous recommendations of the Sub Committee on Medical Attendance Rules will be implemented.

10.4.0 Ambulances

Each colliery/large establishment will be provided at least with one Ambulance. All the ambulances will be kept in working order and made available whenever necessary.

10.5.0 Pneumoconiosis

10.5.1 In order that pneumoconiosis is detected and facilities for arresting and cure of the disease are created, adequate machinery for the same will be established in each company. Where such machinery has not been established in each coal producing company a Medical Board to deal with the problem of pneumoconiosis will be kept operational and will start functioning. These Medical Boards would examine the cases of pneumoconiosis within 7 days of receipt of detection of pneumoconiosis.

10.5.2 If an employee is stopped from work by any competent authority because of detection of pneumoconiosis and on the ground that his continuance in work will lead to deterioration and if the findings of Medical Board are to the effect that he was suffering from pneumoconiosis, he will be paid wages for the entire period of idleness..

10.5.3 The Medical Attendance Rules under consideration of the Management would be finalised within six months of the execution of the agreement in consultation with the Union representatives. Any alternative arrangement/system in vogue will continue till revision of the M.A.R."

10.6.0 Educational Facilities and Workers Education

10.6.1 (a) The existing practice of grant-in-aid to Private Committee Managed Schools will continue. The Welfare Board of the Subsidiary company will regulate payment of such grants/evolve norms for such payments.

(b) Where the workers come forward with their own contribution for the running of educational institutions, matching grants will be given by the Coal Companies.

10.7.0 Canteen

10.7.1 There will be canteen in each of the Colliery/Establishment which will be run on **No Profit No Loss basis**. The canteens may be run either by department or by the Co-operative Societies. Utensils and fuel required by the canteen will be supplied by the Colliery/Establishment. Management may also consider providing financial assistance giving to the Canteen Management Committee depending on the size and operation of the canteen to enable it to supply food articles at cheaper prices.

10.8.0 Other Welfare Activities

10.8.1 Various activities undertaken by the erstwhile Coal Mines Labour Welfare Organisation such as Preventive Health Care, Family Welfare, M.P.I., Games and Sports, Cultural programmes and Adult Education etc. will be further activated and strengthened by the coal companies so as to improve the quality of life.

10.9.0 Holiday Home/Rehabilitation Centre

10.9.1 Efforts will be made to improve the facilities at existing holiday home and rehabilitation centres.

Chapter - XI

Production, Productivity, Efficiency and Industrial Harmony

11.1 Management and workers' representatives agree to cooperate and collaborate for creating a harmonious industrial environment conducive to the growth of health and financial viable coal industry. With this objective in view, both the Management and workers' representatives are fully committed to the accomplishment of the following tasks related to productivity, efficiency and industrial harmony :

- To achieve targets of production and productivity at each Unit, Area and Company level.
- To ensure optimum utilisation of resources like manpower, equipment, materials power etc. and ensuring that wastage of all kinds are minimised.
- All out effort to be made jointly to accelerate the growth of underground/opencast production and productivity to achieve an increase in productivity by 5% every year in case of underground mines and 10% every year in case of opencast mines.
- To achieve increase in capacity utilisation by 2% every year.
- In introduction of appropriate new technology keeping in view the mining conditions in the country.
- To introduce multi-skill working, wherever possible in conjunction with mechanisation of underground working.
- To cooperate with the Management in introduction of productivity linked incentive scheme at the production units based on Industrial Engineering studies.
- To undertake jointly a programme of training and retraining of workers for introduction of new technology and to cooperate in redeployment of trained workers.
- To cooperate in ensuring full equipment utilisation.
- To cooperate in redeployment of manpower whenever called for on account of reorganisation of introduction of new technology.
- To take joint steps to reduce absenteeism in mines specially among Piece Rated Workers by at least 5% every year.
- To evolve a participative culture in the Management in the Industry at all levels and to ensure industrial peace and harmony.
- To strive continuously to reduce cost so that financial health of the industry will improve.
- To ensure maintenance of quality of coal supplies to the consumer to ensure consumer satisfaction.
- To cooperate in ensuring maximum level of safety and accident free working in coal mines and ensuring good and healthy working conditions.
- To cooperate in introduction of a reliable information system to build up strong data base.

- Elimination of wastage and misuses of free amenities like power, water coal and medical facilities etc.
- To cooperate in improving the quality of life and implementation of welfare measures.
- To monitor the effective implementation of jointly agreed objectives a Management — worker Group will be constituted at the Apex and Subsidiary level. This Group will examine targets in respect of all the objectives including the choice of technology and review the performance every six months.

11.2.0 Productivity Linked Incentive Schemes will be introduced at Unit level/Company level based on Industrial Engineering studies in agreement with operating unions.

12.1.0

12.1.

12.2.

12.2

12.

12

1:

Chapter - XII

General

12.1.0 The Unions agree to extend their co-operation and support in achieving the targets set for production productivity and reduction in cost at all levels. All out efforts will be made to maintain the tempo both in terms of increase in productivity and volume of production so that the increase in expenditure is met through generation of resources and there is no increase in the labour cost per unit.

12.1.1 Existing Benefits

The existing benefits and facilities not covered or altered by this Agreement shall continue as hitherto.

12.2.0 Supply of Fuel

The existing system of supply of free coal will continue to the employees in the collieries/ establishments. However, steps will be taken to substitute coal with gas to the extent possible. Modalities will be decided jointly at Company level.

12.2.1 Payment of Overtime Wages

It is agreed that all categories of workers who were entitled to receive the overtime payment will continue to get the payment of overtime in different establishments, units and offices.

12.3.0 Wages for Weekly Day of Rest

Workers in the mines and establishments governed by Mines Act or Factories Act called upon to work on the weekly day of rest of the colliery/establishment shall be allowed twice the normal wages.

12.3.1 Encashment of Earned Leave

The workmen will be entitled to get encashment of earned leave at the rate of 15 days per year. On discontinuation of service due to death, retirement, superannuation, VRS etc. the balance leave or 100 days whichever is less will be allowed for encashment from the week ending from the date of signing of the agreement.

12.4.0 Contract Labour

The provisions as prescribed in NCWA-V with regard to Contract Labour will be followed as under :

- (i) Industry shall not employ labour through Contractor or engage Contractors' labour on jobs of permanent and perennial nature.
- (ii) Jobs of permanent and perennial nature which are at present being done departmentally will continue to be done by regular employees.
- (iii) Implementation of this clause and the progress made thereon will be reviewed by the JBCCI periodically.
- (iv) The Management as a Principal employer shall continue to monitor and supervise the implementation of the various provision of labour laws including payment of contractor's workers by contractors at counters specified by the principal employer.

12.5.0 Advance for purchase of two wheelers

The Management agrees for advance of amount of Rs. 10,000/- for purchase of two wheelers through financial institutions and to bear the difference of rate of interest between the loan given by the financial institutions and the CIL. Modalities will be further discussed in the Standardisation Committee.

12.6.0 Modalities for Promotion

- (a) Promotion from T&S Gr. "A" to Grade A-1 will be discussed in the Standardization Committee. 13.1.1
- (b) Cadre scheme for promotional avenues for those non-cadred underground/opencast/surface & Piece-rated workers will be discussed and finalised in the Standardization Committee by April, 2001 and will be implemented from 1st May, 2001. 13.1.2
- (c) It was agreed in principle that the promotion policy will be framed in such a manner that in a span of 30 years service an employee will be given at least four promotion. The matter will be discussed in the Standardization Committee for modalities. 13.2.1
13.3.

12.7.0 Placement in A-1 Scale of Pay

Those who have completed 7/8 years in Underground/Surface in T&S Grade "A" and have been receiving SLU/SLI on 1.1.1997 and thereafter will be placed in the A-1 Scale of Pay. 13.4

It is agreed that the promotion in A-1 grade will not deprive anybody in going to Executive cadre subject to candidatures meeting the eligibility criteria.

12.8.0 Date of Retirement

If the date of birth of an employee falls on 1st day of the month, then the retiring employee will superannuate on the last day of the previous month. In all other cases employee will retire on last day of the month. 13.4

12.9.0 TA, DA & Dress Manual

The unanimous recommendation regarding TA/DA and Dress Manual by the Sub-Committee will be accepted.

12.10.0 Anomaly in Grade/Scale

It is agreed that anomaly, if any, relating to grade/scale etc. will be discussed jointly and resolved.

12.11.0 General

- 12.11.1 It is agreed that while granting promotions basic wage and increment which the employees were getting on upgradation under SLU/SLI would be protected over and above the normal promotional benefits.
- 12.11.2 Management agrees in principle that explosive carriers/blasting crew in O.C. mines should be placed in Category-IV instead of Category-II and Cableman in Excavation Cat. E instead of Cat. III. However, the modalities will be discussed in the Standardization Committee. 1.
- 12.11.3 It is agreed in principle that anomaly if any is found in the fitment of SLU upgradation if the senior getting less should be rectified, senior should not get less than the juniors at any time. Modalities will be discussed in the Standardisation Committee.
- 12.11.4 It was agreed in principle to evolve a scheme for granting medical facilities to retired employees. This will be discussed in the Standardization Committee.
- 12.11.5 It is agreed that all issues which are referred to Standardisation Committee will be finalised within a period of 3 (three) months.

Chapter - XIII

Implementation of the Agreement

- 13.1.1 The Agreement including the wage structure shall come into force and will be implemented with effect from 1st July, 1996 unless otherwise specified.
- 13.1.2 The Management's and Employees' representatives agree that the terms of this agreement will be implemented faithfully and in a spirit of goodwill by the management and the unions.
- 13.2.0 During the period of operation of this Agreement, no demand will be made or disputes raised in respect of matters settled by this Agreement.
- 13.3.0 The Management of the Coal Companies on their part will not resort to unilateral interpretations of the Agreement in case of any doubt or difficulty in interpretation or implementation of any clause of this Agreement, the same shall be referred to and settled by the JBCCI or a Sub-Committee constituted by the JBCCI for the purpose in the spirit of mutual goodwill.

13.4.0 Committees

It is agreed that the following Committees shall be constituted for the purpose indicated below .

13.4.1 *Standardisation Committee*

- (i) It shall be the duty of this Committee to examine the different designations, job descriptions, disparities in service conditions amongst different sets of employees including hours of work, leave, holidays, categorisation of jobs, anomalies as may be referred to the Committee.
- (ii) It will review the grouping of piece-rated workers and their workload, multi-skilled jobs where they exist.
- (iii) Consolidate the job description of different jobs available in different documents.
- (iv) It will also examine all cases of anomalies and disparities in regard to the job description, categorisation, and principle of service conditions of employees brought to its notice.
- (v) To determine the wage scales, categorisation and job description or left out jobs and new jobs which have come up as a result of introduction of new technology/ machineries of higher capacities during the NCWA-V and thereafter.
- (vi) To examine the existing promotion policies operating in different Coal Companies, if any, and formulate uniform guidelines for channels of promotion etc.

13.4.2 *Committee on Production, Productivity, Safety and Cost*

A joint Committee of management and Workers will be constituted at Apex level to review the following :

- Production and productivity
- Underground productivity and production
- Financial results of losing areas to minimise losses

- Absenteeism
- Steps for reducing cost;
- Gainful redeployment of Manpower
- Elimination of wastage of scarce resources like coal, power and water
- Quality of life, Medical and Welfare measures
- Safety and working conditions and
- Industrial Relations.

Sr. No.

13.4.3 Committee on Incentive Schemes

Every Coal Company will constitute a Joint Committee consisting of the representatives of the Management and Central Trade Unions to have an in-depth study of the existing incentive/reward scheme and formulate model guidelines for introduction of incentive scheme to achieve higher levels of production and productivity.

13.5.0 The JBCCI will periodically review the functioning of the Sub Committees and may also discuss the modalities decided by different Companies for the Incentive Scheme formulated by different Companies.

1.

2.

3.

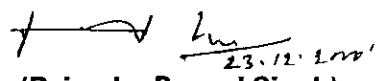
4.

Signed at New Delhi on 23rd December, 2000

Sr. No. Representing Management

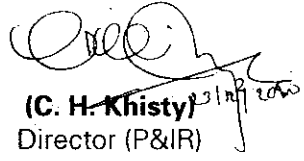
Sr. No. Representing Workmen


1. **(C.D. Arha)**
Chairman
Coal India Limited

1. 
(Rejendra Prasad Singh)
MLA/President
Indian National Mine
Workers Federation
(INTUC)

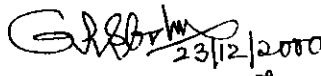
Alternate :


Sd/-
(M. D. Viswakarma)
INMF (INTUC)

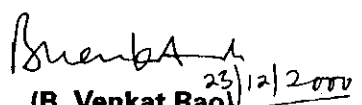
2. 
(C. H. Khisty)
Director (P&IR)
Coal India Limited

2. 
(S. Q. Zaria)
General Secretary
Indian National Mines
Workers Federation
(INTUC)

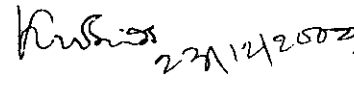
Alternate :

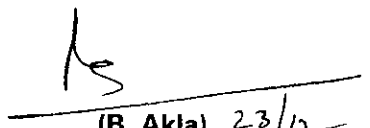

(G. V. R. Sharma)
Secretary
INMF (INTUC)

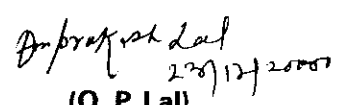
3. 
(A. Chatterjee)
Director (Finance)
Coal India Limited

3. 
(B. Venkat Rao)
Indian National Mine
Workers Federation
(INTUC)

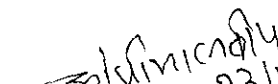
Alternate :


(K. N. Trivedi)
INMF (INTUC)

4. 
(B. Akla) 23/12
Chairman-cum-Managing Director
CMPDIL, Ranchi

4. 
(O. P. Lal)
Indian National Mine
Workers Federation
(INTUC)

Alternate :


(O. P. Malviya)
INMF (INTUC)


9.

5. **(S. K. Sen)**
Chairman-cum-Managing Director
NCL

5. **(Provot Goswami)**
Indian National Mine
Workers Federation
(INTUC)

Alternate :

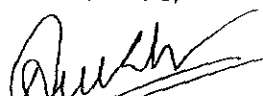
(Shankar Bose)
INMF (INTUC)


23.12.2000
6. **(Ashok Mehta)**
Chairman-cum-Managing Director
ECL/BCCL (Acting)

6. **(P. K. Pradhan)**
Indian National Mine
Workers Federation
(INTUC)

10.

Alternate :

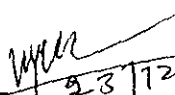

(Akshay Mukherjee)
RCMS (INTUC)

7. **(J. N. Singh)**
Director (Pers)
WCL

7. **(Shafique Khan)**
(Jt. General Secretary
Indian Mine Workers
Federation (AITUC)

11

Alternate :

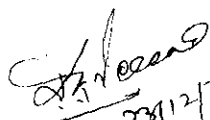

23/12/2000
(Mohan Jha)
IMWF (AITUC)


8. **(Anup Gupta)**
Director (Pers)
SECL

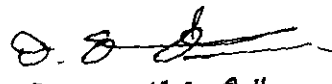
8. **(Sunil Sen)**
General Secretary
Indian Mine Workers
Federation

Alternate :

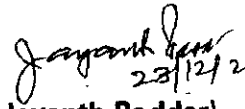

23/12/2000
(Rajan Mathews)
IMWF (AITUC)

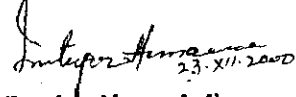
9. 
(D. K. Verma)
Director (Finance)
SECL

9. 
(Y. Gattiah)
General Secretary
SCWU (AITUC) SCCL

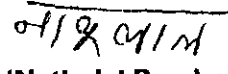
Alternate : 
Vice **D. S. SESHIAH**
(D. Seshiah)


10. **(A. K. Mitra)**
Director (Finance)
CCL

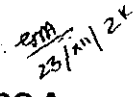
10. **(Krishna Modi)**
IMWF (AITUC)

(Jayanth Podder)
President
Hind Khadan Mazdoor
Federation (HMS)


Alternate : 
(Imtiaz Hussaini)
HKMS (HMS)

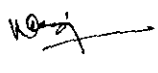
11. **(S. Pandey)**
Vice Present (HRM)
TISCO Jamshedpur

11. 
(Nathulal Pandey)
General Secretary
Hind Khadan Mazdoor
Federation (HMS)

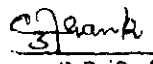
Alternate : 
(Arjun Singh)
KIMP (HMS)

12. 
(Dr. GSG Ayyanagar)
Director (Pers Admn & Welfare)
SCCL

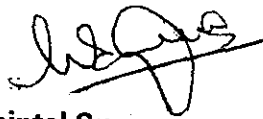
12. 
(A. C. Patra)
General Secretary
Orissa Coal Mines Labour Federation
(HMS)

Alternate : 
(Riaz Ahmed)
Genl Secy SCWU
SCCL (HMS)


13. **Managing Director**
IISCO, Burnpur

13. 
23.12.2000
(C. B. Frank)
President
ABKMS (BMS)
WCL

Alternate :



(Chintal Suryanarayan)
ABKMS (BMS)

14.

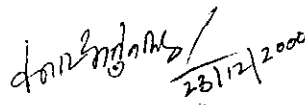

23/12
(M. A. Rawal)
ABKMS (BMS)
WCL

Alternate :

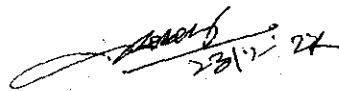
Vice-President


23/12/2000
(J. N. Singh)
ABKMS (BMS)

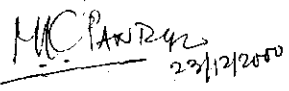
15.


23/12/2000
(Kumar Arjun Singh)
Jt. General Secretary
ABKMS (BMS)


Alternate :


23/12/2000
(Kamlesh Sahay)
ABKMS (BMS)

16.


23/12/2000
(Dr. M. K. Pandhey)
General Secretary
(CITU)

Alternate :


(P. Raja Rao)
AICWA (CITU)

S. K. Bakshi
23.12.2000

17. **(S. K. Bakshi)**
BCKU (CITU)
Dhanbad

Alternate :

(Kameshwar Singh)
AICWF (CITU)

Mihir Choudhary
18. **(Mihir Choudhary)**
Vice President, AICWF
NCOEA, CCL

Alternate :

Mohd. Tajuddin
(Mohd. Tajuddin)
AICWF, LZCMMU (CITU)

JBCCI SECRETARIAT :

G. D. Gulab
23/12
1. **(G. D. Gulab)**
General Manager
(MP & IR)
Coal India Limited

B. Majumdar
2. **(B. Majumdar)**
Finance Manager
Coal India Limited

Md. Yusuf Anwar
23/12/2000
3. **(Md. Yusuf Anwar)**
OSD (JBCCI)
Coal India Limited

CITU has some reservations on MOU I&II and has informed that its Note of Dissent will be submitted which to be annexed to the agreement after discussion.

Memorandum of Understanding

New Delhi, the 19th May, 1998

The JBCCI VI has been negotiating the National Coal Wage Agreement which has become due from 1.7.1996.

The Core Committee was constituted by JBCCI to deliberate on the various demands put up by the Unions and the Management. Pending finalisation of wage agreement the Unions had demanded payment of interim relief @20% of basic wages + FDA to the employees effective from 1.7.1996. The Management had offered a payment of Rs.150/- (all inclusive) keeping in view the adverse financial conditions of ECL and BCCL and the fact that ECL had been referred to BIFR. After protracted negotiations and the assurance given by the Unions to extend their fullest co-operation in the revival of ECL and BCCL and also for increasing production/productivity with special emphasis on ECL and BCCL, it has been agreed that :

1. The employees under NCWA will be paid an interim relief of 12% of basic wage and FDA as on 1.7.96 with with effect from 1.7.1996 on pro-rata attendance basis. In case of piece rated workers the payment will be on group wages, FDA and SPRA as on 1.7.1996. Interim relief will be paid alongwith wages from 1.6.1998.
2. Amount paid towards interim relief will be adjusted against final wage revision.
3. The schedule and modalities of payment of arrears on account of interim relief for the period 1.7.1996 to 31.5.1998 will be discussed between the management and Unions and decided.
4. The Management and Unions agree to make concerted efforts to bring about improvement in the overall performance of the Company, particularly in increasing production and productivity in ECL and BCCL.
5. The management's proposal that during the wage negotiations the provision of linking a part of wage increase with improvement in productivity should be considered.

Representing Unions

sd/-
(Rajendra Prasad Singh)
INTUC

sd/-
(Shafique Khan)
INTUC

sd/-
(Jayant Poddar)
HMS

sd/-
(Dr. B. K. Rai)
BMS

sd/-
(S. O. Zama)
INTUC

sd/-
(Sunil Sen)
AITUC

sd/-
(Dr. M. K. Pandhe)
CITU

Representing Management

sd/-
(P. K. Sengupta)
Chairman

sd/-
(C. H. Khisty)
Director (P&IR)

sd/-
(A. Chatterjee)
Director (Finance)

No. CII

Chairm

Chairm

Chairr

Chairr

Chairr

Chairr

Chairr

Chairr

Chairr

Chairr

Chairr

Chairr

Chairr

Chairr

Chairr

Chairr

Chairr

Chairr

Chairr

Chairr

Chairr

Chairr

Chairr

Chairr

Chairr

Chairr

Chairr

Chairr

Chairr

Chairr

Chairr

Chairr

Chairr

Chairr

Chairr

Chairr

Chairr

Chairr

Chairr

Chairr

Chairr

Chairr

Chairr

Chairr

Chairr

Chairr

Chairr

Chairr

Chairr

Chairr

Chairr

Chairr

Chairr

Chairr

Chairr

Chairr

Chairr

Coal India Limited

10 - Netaji Subhas Road
Calcutta - 700 001

No. CIL:C-5B:JBCCI:Interim Relief:98/249

June 10, 1998

Chairman/Managing Director	ECL	Sanctoria
Chairman/Managing Director	BCCL	Dhanbad
Chairman/Managing Director	CCL	Ranchi
Chairman/Managing Director	SECL	Bilaspur
Chairman/Managing Director	WCL	Nagpur
Chairman/Managing Director	NCL	Singrauli
Chairman/Managing Director	MCL	Sambalpur
Chairman/Managing Director	CMPDIL	Ranchi
Director-in-Charge	NEC	Guwahati

Dear Sir,

Sub : Grant of Interim Relief to the non-executive employees governed by the Coal Wage Agreement

In terms of the decision of the Core Group of JBCCI - VI held on 19th May, 1998, the payment of Interim Relief will be regulated as under :

1. The employees covered under NCWA who were on the rolls of the company as on 1.7.1996 or thereafter shall be paid interim relief at the rate of 12% of basic wage and fixed DA as on 30.6.1996 on pro-rata attendance basis. In the case of piece rated workers, the payment will be made on group wages, SPRA & FDA.
2. The payment of interim relief will commence from the month of June, 1998 payable in July, 1998. As regards the arrears for the period 1.7.1996 to 31.5.1998 the modalities of payment will be communicated later.
3. The amount of interim relief will be shown separately under a different head indicated as Interim Relief (IR) in the wage/salary sheet.
4. The interim relief will qualify for contribution towards PF/CMPF and 2% on account of Employees' Contribution to Coal Mines Pension Scheme, Gratuity and leave benefit. No other allowance will be admissible on this amount.
5. The payment of interim relief will be subject to adjustment against final wage revision.

Please take necessary action to implement these instructions.

Yours faithfully,

sd/-

(C. H. Khisty)
Director (P&IR)

Copy to :

Director (Finance)/(Technical), CIL, Calcutta
Director (Pers), ECL/BCCL/CCL/SECL/WCL/NCL/MCL
Director (Operations), CMPDIL
Director (Finance), ECL/BCCL/CCL/SECL/WCL/NCL
CGM (Finance), CMPDIL, MCL
General Manager (Finance), CIL, Calcutta
TS to Chairman, CIL, Calcutta
All Regional Sales Managers, CIL
General Manager, IICM, Ranchi
Dy. CME (AW), CIL, Calcutta
Dy CPM (IR), CIL, Calcutta
All Members of Core Group of JBCCI - VI

FNo. 2(11)96-DPE(WC)-GL XXVII

Government of India
Ministry of Heavy Industries & Public Enterprises
(Department of Public Enterprises)

Block No. 14, CGO Complex

26th July, 2000

Office Memorandum

Sub : Policy for 6th Round of Wage Negotiation in PSEs.

In pursuance of the representation received on the condition of 10-year periodicity for wage revision in the Central PSUs, as mentioned in this Department's OM of even number dated 14.1.99, Govt. have reviewed the matter. It has now been decided, in partial modification of the guidelines on the subject, that the unionized employees governed by IDA pattern, would have the option to opt for either :

1. a 10 year periodicity on wage revision with 100% neutralisation of DA as set out in the guidelines issued on 14.1.99, OR
2. a five year periodicity on the basis of graded neutralization as did exist previously i.e. from 1.1.92 to 31.12.96.

The workers drawing basic pay up to Rs.6550/- p.m. shall be entitled for neutralization of DA at 100% of basic pay and those drawing basic pay beyond Rs.6550/- p.m. shall be entitled for 75% neutralization of DA.

The above guidelines may please be brought to the notice of the public enterprises under the administrative control of different Ministries/Departments.

sd/-

(Dr. S. Banerjee)
Joint Director (F)

1. Secretaries of all administrative Ministries/Departments concerned with PSUs.
2. Chief Executives of central PSUs.

No. 2(49)/98-DPE(WC)
Government of India
Ministry of Heavy Industries & Public Enterprises
Department of Public Enterprises

Public Enterprises Bhavan
Block 14, CGO Complex
Lodi Road, New Delhi - 110 003

Dated : 6th November, 2000

Office Memorandum

Sub : IDA payable to unionized staff/workers in Central PSUs w.e.f 1.1.97

The undersigned is directed to refer to DPE's OM of even number dated 25.6.99. Under the extant provisions, the employees of Central PSUs who are on IDA pattern scales have been allowed to adopt 100% DA neutralization w.e.f. 1.1.97 above quarterly index average of 1708.

The above neutralization of DA@100% would also be applicable to the unionized staff/workers of the Central PSUs where the agreements for revision of wages have already been concluded by the Management on the basis of the guidelines issued vide DPE's OMs dated 14.1.99 and 26.7.2000. It is further clarified that wherever the quarterly index average on 1.1.97 is not 1708, the DA would be calculated as per DPE's OM dated 19.7.95 and 26.7.95 till the quarterly index average reaches upto 1708. Above quarterly average index of 1708, DA would be calculated as per the DPE's OM dated 25.6.99 in the case of staff/workers (in case the tenure of wage agreement is for 10 years) and as per DPE's OM dated 26.7.2000 (if the tenure of agreement is for 5 years).

All the administrative Ministries/Departments of the Government of India are requested to bring the foregoing to the notice of PSUs under administrative control for their necessary action.

sd/-

(Dr. S. Banerjee)

Joint Director (F)

Tel No. 4360218.

To : All the administrative Ministries/Departments of the Government of India

Copy to :

1. The Chief Executives of Central Public Sector Enterprises.
2. The Secretary (PE), Department of Public Enterprises.
3. All Financial Advisers in the Administrative Ministries.
4. The Additional Secretary, Insurance Division, Department of Economic Affairs, Nirvachan Sadan, New Delhi.
5. Additional Secretary, Banking Division, Department of Economic Affairs, Jeevan Deep Building, New Delhi.
6. Department of Expenditure, E-II Branch, North Block, New Delhi.

sd/-

(Dr. S. Banerjee)

No. C-9/83-DPE(WC)
Government of India
Ministry of Heavy Industries & Public Enterprises
Department of Public Enterprises

Block 14, CGO Complex
Lodi Road, New Delhi - 110 003

Dated the 8th December, 2000

Office Memorandum

Sub : IDA payable to unionized staff of Coal India Ltd. - 6th round of wage negotiation

The undersigned is directed to refer to Ministry of Coal OM No. 50032/32/2000-PRIW dated 6.12.2000 on the above mentioned subject.

The Department of Public Enterprises have no objection to the implementation of negotiated wages for the employees of Coal India Ltd. with effect from 1.7.96. The provisions/conditions of the DPE O.M. dated 26.7.2000 may however be followed while implementing the revised wages.

sd/-
(Dr. S. Banerjee)
Joint Director (F)

Ministry of Coal
{(Shri M. K. Thapar, Advisor (Projects))
Shastri Bhavan
New Delhi.

Calcu
Trade

1.

or R:
of R

2.

est

3.

m

4.

@

5

a

€

Memorandum of Understanding

In the meeting of Core Group of JBCCI - VI held on 13th September 2000 at CIL (HQ), Calcutta, an understanding between the representatives of Coal Companies and the five central Trade Unions was reached on the following items for the purpose of NCWA-VI.

1. Minimum Wages

The minimum wages of a Category-I worker as on 01.07.1996 will be Rs.3689.23 per month or Rs.141.893 per day at AICPI No. 1562 (base 1960 = 100). The break up of the minimum wages of Rs.3689.23 will be as under :

Minimum basic wage	:	Rs.3300.00
Attendance Bonus @10% of basic wage	:	Rs. 330.00
Special DA @1.795% of basic wage	:	Rs. 59.23
Total	:	Rs.3689.23

2. Annual Increment

The rates of annual increment will range from Rs.50/- at the lowest to Rs.180/- at the highest in T&S Gr. A.

3. Scale of Pay

The pay scales of various category/grade/group of workmen including Piece Rated workmen will be worked out.

4. Guaranteed Benefit

The guaranteed benefit as on 1.7.96 will be @Rs.181.95 over and above the Interim Relief @12% of Basic + FDA as on 30.6.96.

5. Fitment

Fitment in the revised scale of pay for Time Rated and Monthly pay scales will be the same as per NCWA-V.

6. Variable Dearness Allowance

The existing graded DA will continue. However, the Variable DA will be subsequently paid as per OM dated 26.7.2000 issued by DPE, Govt. of India wef 1.1.1997.

7. Allowances

(i) Underground Allowance

The underground allowance will be payable @20% of new Basic Wage minus Rs.1900/- w.e.f. 1st January, 2000.

(ii) House Rent allowance

The existing rate of House Rent Allowance @Rs.60/- per month will be increased to Rs. 75/- per month w.e.f. 1st January, 2000.

(iii) Transport Subsidy

Transport subsidy will be payable @Rs.5/- per day of actual attendance w.e.f. 1st January, 2000.

(iv) Addl. Transport Subsidy/Night Shift Allowance

Addl. Transport Subsidy/Night Shift Allowance will be paid @Rs.7/- per day of work from 10.00 p.m. to those who work in the last shift of night w.e.f. 1st January, 2000.

(v) Washing Allowance

Employees who are provided with uniform will be paid washing allowance @Rs.40/- per month (as against the existing rate of Rs.32/- p.m.) with effect from 1.1.2000. The amount of

washing allowance to the Nursing Staff will be Rs.50/- per month (as against the existing rate of Rs.42/- p.m.) with effect from 1st January, 2000.

8. Periodicity of the Agreement

The term of NCWA - VI would be for five years commencing from 01.07.1996 to 30.06.2001.

9. Commencement of payment of revised wages

The revised wages and allowances shall be paid from the month of Oct. '2000 payable in Nov. '2000. As regards payments of arrears of wages & allowances, the same will be separately discussed in the Core Group and Modalities decided.

All other issues raised by the unions will be discussed and finalised separately.

10. A Drafting committee will be constituted for finalising the draft Memorandum of Agreement for NCWA - VI. The committee should finalise the draft by 15th October, 2000.

11. All other provisions which have not been revised will continue to be in force.

12. The unions have requested the management to make revision of allowances w.e.f. 1.7.99 in stead of 1.1.2000 proposed earlier. The unions have further requested that an amount of Rs. 1800/- deducted from basic pay as against the earlier proposal of Rs.1900/- for payment of underground allowance. The management informed the unions that the approval of Ministry of Coal for revision of allowances from 1.1.2000 and deduction of Rs.1900/- from basic pay for payment of underground allowance have already been taken. However, keeping in view the request of the unions the management agree in principle however it will be placed for approval of the Ministry of Coal immediately.

Rajendra Prasad Singh, MLA
President, INMWF

Jayanta Poddar
President, HKMF (HMS)

Dr. B. K. Rai
ABKMS (BMS)

Shafique Khan
Joint General Secretary
IMWF (AITUC)

Sunil Sen
General Secretary, IMWF

Nathulal Pandey
General Secretary, HKMF

S. Q. Zama
General Secretary, INMWF

MD Viswakarma
Jt. General Secretary, INMF

Probhat Goswami
Vice-President, INMWF

C. H. Khisty
Director (P&IR) & Member Secretary
JBCCI-VI

B. Akala
CMD, CCL

Dr. S. S. Roy
Director (P), ECL

J. N. Singh
Director (P), WCL

Anup K. Gupta
Director (P), SECL

D. K. Varma
Director (F), SECL

M. Gangi Reddy
GM (P), SCCL

S. Pandey
Vice-President, HRM, TISCO

Memorandum of Understanding

A Memorandum of Understanding (MOU) between the management and four Central Trade Unions viz. INTUC, AITUC, HMS & BMS was signed on 13.9.2000. However, CITU did not sign the MOU. Thereafter pay scales were prescribed by the Core Group which was endorsed by the JBCCI on 25.11.2000. In the meanwhile, the four unions served a strike notice dated 25.11.2000 and the issues raised by the Unions were discussed in a series of meetings and the matter was seized in conciliation by the Jt. Chief Labour Commissioner (Central) at Delhi.

The management and the Unions have further discussed the issues on 12th and 13th December 2000 and arrived at a MOU as mentioned below. It is agreed by the parties to file this MOU before the Jt. Chief Labour Commissioner (Central) on 14.12.2000.

It is agreed between the parties that all efforts will be made to increase production and productivity at all levels and to maintain industrial harmony.

Sl.No.	Demands of the Unions	Comments of the management
1.	Computation of VDA – VDA should start from over and above 1562 AICPI with enhanced basic pay neutralisation limit should be made effective from 1.7.96 upto Rs.6550/- – 100% neutralisation and for Rs.6551/- and above 75% neutralisation.	Agreed.
2(a)	One general increment in revised scale to all those who were on the role of the company as on 30.6.96.	Agreed including SPRA from 1.7.96.
2(b)	One increment for every three years of service as service linked increment in addition to (a) above.	Agreed to give one service linked increment/ SPRA for every three years of service in the scale, subject to a maximum of two increments/ SPRA from 1.7.96.
3.	A-1 grade should be made available for SLU purpose with effect from 1.1.97 for all those who are in T&S grade 'A' and completed 7/8 year to service in T&S grade 'A' and also to those who have been given SLI in T&S grade 'A' and thereafter a suitable cadre scheme for A-1 grade should be formulated, suitable nomenclature should be drawn for A-1 grade.	Those who have completed 7/8 years in underground/surface in T&S grade 'A' and have been receiving SLU/SLI on 1.1.97 will be placed in the A-1 scale of pay.
4.	Promotion in A-1 grade should be given to all those who are in T&S grade 'A' for 5 years. Promotion in grade A-1 will not deprive anybody in going to executive cadre.	Modalities for promotion from T&S grade 'A' to grade A-1 will be discussed in the Standardisation Committee. It is agreed that the promotion in A-1 grade will not deprive anybody in going to executive grade subject to the candidature's meeting the eligibility criteria.
5.	It should be ensured that while granting promotions basic wage and increment which the employees were getting	Agreed to be implemented.

Sl.No.	Demands of the Unions	Comments of the management	Sl.N
	upgradation in SLU should be protected over and above the normal promotional benefits.		13.
6.	Accumulation of earned leave should be enhanced from 80 to 120 days and accumulation of sick leave from 70 to 90 days.	Enhancement of earned leave from 80 to 100 and sick leave from 70 to 90 agreed.	14.
7.	Leave encashment of 15 days per year and on account of discontinuation of service due to death, retirement/superannuation etc. total balance earned leave or 150 days whichever is less should be allowed for encashment with effect from 1.11.2000.	The management agrees to allow encashment of earned leave at the rate of 15 days per year. On discontinuation of service due to death, retirement, superannuation etc. the balance leave or 100 days whichever is less will be allowed for encashment w.e.f. the date of signing of the agreement.	15
8.	Casual leave should be allowed to be availed at one time if workman so desires.	Casual leave can be granted 4 days at a time as per present practice. The management agree for grant of extension of leave in special circumstances. Further modalities for grant of extension of leave can be discussed and decided.	
9.	Amount of Life Cover Scheme (LCS) should be enhanced from Rs.20,000/- to Rs.50,000/- and ex-gratia payment should be enhanced from Rs.15,000/- to Rs.50,000/- in case of mining accident deaths.	Agreed to enhance the amount of LCS from Rs. 20,000/- to Rs. 30,000/- and ex-gratia from Rs. 15,000/- Rs. 25,000/-	
10.	Advance/loan at subsidised rate of interest for purchase of two wheelers amounting to Rs. 25,000/- should be granted.	Management agrees for advance of Rs. 10,000/- through financial institutions and to bear the difference of rate of interest between the loan given by the Financial institutions and CIL. Modalities, however, will be further discussed in the Standardisation Committee.	
11.	Minimum of Rs. 500/- and maximum to Rs. 700/- as monthly conveyance/vehicle allowance should be granted to employees who are having two wheeler motor vehicle.	Scooter/Moped/Motor Cycle conveyance reimbursement Rs.12/- per day/attendance. Conveyance allowance will not be admissible to those who are receiving transport subsidy. Modalities will be discussed in the Standardisation Committee.	
12.	Last date of month should be considered as the date of retirement to the retiring employees.	Agreed. If the date of birth falls on 1st day of the month then the retiring employee will superannuate on the last day of the previous month. In all other cases employee will retire on the last day of the month.	

Sl.No.	Demands of the Unions	Comments of the management
13.	Cadre Schee for promotional avenues for those non-cadred underground, opencast and surface worker should be agreed for its promotion.	Agreed. To be discussed and finalised in the Standardisation Committee by April 2001 and will be implemented from 1st May 2001.
14.	Explosive carriers/blasting crew in mines should be placed for Cat-IV instead of Cat-II and cable men in excavation Category-E instead of Cat-III.	Management agrees in principle. However, the modalities will be discussed in the Standardisation Committee.
15.	Special leave be extended to the diseases of renal and brain also and leave should be increased from six months to one year.	Agreed in principle. HIV also will be included. In case of relapse, it will be extended by another six months as per existing rules.
16.	Anomaly if any is found in the fitment of SLU upgradation if the senior getting less than junior should be rectified, senior should not get less than the juniors at any time.	Agreed in principle. Modalities will be discussed in the Standardisation Committee.
17.	Full impementation of recommendation of Medical, TA & DA and Dress Manual Sub-Committees of JBCCI.	The unanimous recommendation of TA/DA, Dress Manual and Medical sub-committee will be accepted.
18.	CCA and HRA on percentage basis should be given to all employees living in towns as per Govt. classification and no decrease in existing percentage for CCA & HRA.	The Govt. classification on the subject will be followed. However, this will be discussed in the Standardisation Committee and final view taken.
19.	Promotion policy should be framed in such a way which may ensure at least five promotions to every employee during the service period.	Agreed in principle that the promotion policy will be framed in such a way that in a span of 30 years service, an employee will be given at least four promotions. The matter will be further discussed in the Standardisation Committee for modalities.
20.	Clause 9.4.0 for providing employment to the dependents and other clauses of the NCWA-V should be considered in improved form.	The existing provision will continue.
21.	Arbitrary closure of mines/collieries which have sufficient reserves should be stopped.	Management is not resorting to arbitrary closure. However, decisions will be taken in consultation with JCC of subsidiaries.
22(b)	Stop retrenchment retirement under VRS of coal workers.	The management is not resorting to any retrenchment and also not giving any forced retirement under the Voluntary Retirement Scheme (VRS). The workers who are wanting to avail additional benefits take the benefit of VRS formulated by DPE.

Sl.No.	Demands of the Unions	Comments of the management
31.	Start deduction towards CMPF contribution @ 12% w.e.f. 1.4.2000.	Notification for contribution @12% w.e.f. 1.5.2000 is expected shortly.
32(a)	Pay pension to all the employees/workers who contributed to the Pension Fund in terms of NCWA-III, IV & V. Minimum qualifying service for pension under CMPS '98 is to be made 5 years instead of 10 years as at present.	This matter has been placed before the CMPF Board of Trustee for consideration.
(b)	Immediate payment of pension should be started to all entitled persons as the case may be.	The payment of pension to the eligible employees who have submitted form PS-6 has been started. A drive has been undertaken to get form PS-6 filled and to expedite the pace of settlement of pension.
(c)	Ex-NCDC employees who were getting pension as per Central Govt. Rules should be paid DA also from the date it was stopped.	A Pension scheme for ex-NCDC employees has been formulated and will be notified shortly.
33.	Those workmen who were contributing 2% towards family pension since the year 1989 and retired after 31.3.1994 should also be covered under the pension scheme and allow them to opt for the Pension, in case they were not Family Pension members since 1971 till their retirement.	This matter is placed before the CMPF Board of Trustees for taking a view.
34.	Medical facilities to the retired employees and their family members be provided.	Agrees in principle to evolve a contributory scheme for granting medical facilities to retired employees. To be discussed in the Standardisation Committee.
36.	Full payment of expenses towards Transportation of luggage and entitled class of Rail/Road fare should be paid to the retired employees upto their home town or place of their settlement as in case of executives.	This is to be regulated as per the existing rules of the company.
37.	Piece rated workers should be given promotion	This demand is linked with demand No. 13 for formulation of cadre scheme for the non-cadre underground, opencast and surface workers. This matter will be discussed in the Standardisation Committee meeting for formulation of a scheme.
38.	Contractors workers engaged in permanent and perennial nature of job should be taken over on company roll.	The engagement of contractor's worker's is done as per the provisions of Contract Labour Regulations & Abolition Act.
39.	All judgements/awards of the Hon'ble Hight Courts. Supreme Court and Tribunals should be implemented.	The judgements, awards of Hon'ble High Courts, Supreme Court and Tribunals are being implemented. The union may, however, point out specific cases where this has been done.

A.
Cal

E

(

Revised Wage Structure (w.e.f. 1.7.1996)

(Para - 2.3.1)

Existing NCWA-V, Pay Scales

Revised NCWA-VI Pay Scales w.e.f. 1.7.1996

A. DAILY RATED WORKERS

Category

I	Rs. 65.40 - 1.08 - 80.52	Rs. 126.92 - 1.92 - 161.48
II	Rs. 66.86 - 1.33 - 85.48	Rs. 129.79 - 2.21 - 169.57
III	Rs. 68.90 - 1.72 - 92.98	Rs. 133.75 - 2.66 - 181.63
IV	Rs. 70.30 - 2.12 - 99.98	Rs. 136.46 - 3.14 - 192.98
V	Rs. 73.22 - 2.64 - 110.18	Rs. 142.13 - 3.73 - 209.27
VI	Rs. 76.42 - 3.54 - 125.98	Rs. 148.34 - 4.77 - 234.20

B. EXCAVATION

Category

Spl	Rs. 90.09 - 5.39 - 160.16	Rs. 174.88 - 6.92 - 299.44
A	Rs. 85.72 - 5.04 - 156.28	Rs. 166.40 - 6.51 - 283.58
B	Rs. 80.75 - 4.55 - 144.45	Rs. 156.75 - 5.95 - 263.85
C	Rs. 77.32 - 3.85 - 131.22	Rs. 150.09 - 5.13 - 242.43
D	Rs. 74.62 - 2.95 - 115.92	Rs. 144.85 - 4.09 - 218.47
E.	Rs. 69.75 - 1.85 - 95.65	Rs. 135.40 - 2.81 - 185.98

C. MONTHLY RATED (Tech. Supervisory and Miscellaneous Scales)

Grade

A1	NON - EXISTENT	Rs. 6000 - 200 - 8400
A	Rs. 2220 - 132 - 3540 - 140 - 4240	Rs. 4652 - 171 - 6362 - 180 - 7802
B	Rs. 2064 - 118 - 3008 - 130 - 4048	Rs. 4317 - 155 - 5557 - 170 - 7257
C	Rs. 1990 - 100 - 2790 - 110 - 3670	Rs. 3998 - 135 - 5078 - 145 - 6528
D	Rs. 1905 - 80 - 2545 - 96 - 3313	Rs. 3698 - 110 - 4578 - 130 - 5878
E	Rs. 1826 - 60 - 2666	Rs. 3545 - 87 - 5111
F	Rs. 1806 - 48 - 2478	Rs. 3506 - 75 - 4856
G	Rs. 1781 - 43 - 2383	Rs. 3457 - 67 - 4663
H	Rs. 1743 - 36 - 2247	Rs. 3384 - 60 - 4464

D. CLERICAL GRADE

Spl	Rs. 2064 - 118 - 3008 - 130 - 4048	Rs. 4317 - 155 - 5557 - 170 - 7257
I	Rs. 1990 - 100 - 2790 - 110 - 3670	Rs. 3998 - 135 - 5078 - 145 - 6528
II	Rs. 1905 - 80 - 2545 - 96 - 3313	Rs. 3698 - 110 - 4578 - 130 - 5878
III	Rs. 1826 - 60 - 2666	Rs. 3545 - 87 - 5111

Pay Scales for Assam (North East) Coalfields

	Existing NCWA-V Pay Scales	Revised NCWA-VI Pay Scales w.e.f. 1.7.1996
A. DAILY RATED WORKERS		
Category		
I	Rs. 75.21 - 1.24 - 92.57	Rs. 145.96 - 2.21 - 185.74
II	Rs. 76.89 - 1.53 - 98.31	Rs. 149.26 - 2.54 - 194.98
III	Rs. 79.24 - 1.98 - 106.96	Rs. 153.81 - 3.06 - 208.89
IV	Rs. 80.85 - 2.44 - 115.01	Rs. 156.93 - 3.61 - 221.91
V	Rs. 84.20 - 3.04 - 126.76	Rs. 163.45 - 4.29 - 240.67
VI	Rs. 87.88 - 4.07 - 144.86	Rs. 170.59 - 5.49 - 269.41
B. EXCAVATION		
Category		
Spl	Rs. 103.60 - 6.20 - 184.20	Rs. 201.11 - 7.96 - 344.39
A	Rs. 98.58 - 5.80 - 179.78	Rs. 191.36 - 7.49 - 326.18
B	Rs. 92.86 - 5.23 - 166.08	Rs. 180.26 - 6.84 - 303.38
C	Rs. 88.92 - 4.43 - 150.94	Rs. 172.60 - 5.90 - 278.80
D	Rs. 85.81 - 3.39 - 133.27	Rs. 166.58 - 4.70 - 251.18
E	Rs. 80.21 - 2.13 - 110.03	Rs. 155.71 - 3.23 - 213.85
C. MONTHLY RATED (Tech. Supervisory and Miscellaneous Scales)		
Grade		
A1	NON - EXISTENT	Rs. 6900 - 230 - 9660
A	Rs. 2553 - 152 - 4073 - 161 - 4878	Rs. 5350 - 197 - 7320 - 207 - 8976
B	Rs. 2374 - 136 - 3462 - 150 - 4662	Rs. 4965 - 178 - 6389 - 196 - 8349
C	Rs. 2289 - 115 - 3209 - 127 - 4225	Rs. 4598 - 155 - 5838 - 167 - 7508
D	Rs. 2191 - 92 - 2927 - 110 - 3807	Rs. 4253 - 127 - 5269 - 150 - 6769
E	Rs. 2100 - 69 - 3066	Rs. 4077 - 100 - 5877
F	Rs. 2077 - 55 - 2847	Rs. 4032 - 86 - 5580
G	Rs. 2048 - 49 - 2734	Rs. 3976 - 77 - 5362
H	Rs. 2005 - 41 - 2579	Rs. 3892 - 69 - 5134
D. CLERICAL GRADE		
Spl	Rs. 2374 - 136 - 3462 - 150 - 4662	Rs. 4965 - 178 - 6389 - 196 - 8349
I	Rs. 2289 - 115 - 3209 - 127 - 4225	Rs. 4598 - 155 - 5838 - 167 - 7508
II	Rs. 2191 - 92 - 2927 - 110 - 3807	Rs. 4253 - 127 - 5269 - 150 - 6769
III	Rs. 2100 - 69 - 3066	Rs. 4077 - 100 - 5877

Annexure - VDA
(Vide Clause 2.7.0)

From	Period To	AICPI Index (1960 = 100)	Rates of VDA for Basoc Pay	
			Upto Rs. 6550/- (%) (base=1562)	Above Rs.6550/-
01.07.1996	31.08.1996	1562	0.0	0
01.09.1996	30.11.1996	1619	3.6	2.7% s.t. a minimum of Rs.236/-
01.12.1996	28.02.1997	1686	7.9	5.9% s.t. a minimum of Rs.517/-
01.03.1997	31.05.1997	1718	10.0	7.4% s.t. a minimum of Rs.655/-
01.06.1997	31.08.1997	1728	10.6	7.9% s.t. a minimum of Rs.694/-
01.09.1997	30.11.1997	1744	11.6	8.7% s.t. a minimum of Rs.760/-
01.12.1997	28.02.1998	1772	13.4	10.0% s.t. a minimum of Rs.878/-
01.03.1998	31.05.1998	1813	16.1	12.1% s.t. a minimum of Rs.1055/-
01.06.1998	31.08.1998	1884	20.6	15.4% s.t. a minimum of Rs.1349/-
01.09.1998	30.11.1998	1925	23.2	17.4% s.t. a minimum of Rs.1520/-
01.12.1998	28.02.1999	2045	30.9	23.1% s.t. a minimum of Rs.2024/-
01.03.1999	31.05.1999	2137	36.8	27.6% s.t. a minimum of Rs.2410/-
01.06.1999	31.08.1999	2053	31.4	23.5% s.t. a minimum of Rs.2057/-
01.09.1999	30.11.1999	2061	31.9	23.9% s.t. a minimum of Rs.2089/-
01.12.1999	29.02.2000	2102	34.6	25.9% s.t. a minimum of Rs.2266/-
01.03.2000	31.05.2000	2147	37.4	28.0% s.t. a minimum of Rs.2450/-
01.06.2000	31.08.2000	2129	36.3	27.2% s.t. a minimum of Rs.2378/-
01.09.2000	30.11.2000	2170	38.9	29.2% s.t. a minimum of Rs.2548/-
01.12.2000	28.02.2001	2189	40.1	30.1% s.t. a minimum of Rs.2627/-

Illustration of Fitment after One Increment in Revised Scale

Example - One

NCWA-V (Rs.65.40 - 1.08 - 80.52)	Cat-I	As on 30.06.96	NCWA-V I (Rs.126.92 - 1.92 - 161.48)	Cat-I	As on 01.07.96
Daily			Daily		
Basic Wage		65.40	Basic Wage		126.92
Attendance Bonus		6.54	One Increment - General		1.92
Special D. A.		1.17	Attendance Bonus		12.88
Fixed D. A.		9.16	Special D. A.		2.31
Variable D. A.		43.69	Variable D. A.		nil
TOTAL		125.96	TOTAL		144.03
Interim Relief		8.94			
Fitment Benefit		6.99			
TOTAL		141.89			

Example - Two

NCWA-V (Rs.2220 - 132 - 3540 - 140 - 4240)	Tech. & Sup. Gr. - A	As on 30.06.96	NCWA-V I (Rs.4652 - 171 - 6362 - 180 - 7802)	Tech. & Sup. Gr. - A	As on 01.07.96
Monthly			Monthly		
Basic Wage		4240.00	Basic Wage		6722.00
Attendance Bonus		424.00	One Increment - General		180.00
Special D. A.		76.11	Attendance Bonus		690.20
Fixed D. A.		238.18	Special D. A.		123.89
Variable D. A.		1687.00	Variable D. A.		nil
TOTAL		6665.29	TOTAL		7716.09
Interim Relief		537.38			
Fitment Benefit		181.95			
TOTAL		7384.62			

Example - Three

NCWA-V (Rs.90.09 - 5.39 - 160.16)	Excavation Spl.	As on 30.06.96	NCWA-V I (Rs.174.88 - 6.92 - 299.14)	Excavation Spl.	As on 01.07.96
Daily			Daily		
Basic Wage		106.26	Basic Wage		188.72
Attendance Bonus		10.63	One Increment - General		6.92
Special D. A.		1.91	Attendance Bonus		19.56
Fixed D. A.		9.16	Special D. A.		3.51
Variable D. A.		60.07	Variable D. A.		nil
TOTAL		188.03	TOTAL		218.71
Interim Relief		13.85			
Fitment Benefit		6.99			
TOTAL		208.87			

Illustration of Fitment after One Increment in Revised Scale

Example – Four

NCWA-V (Rs.2220 - 132 - 3540 - 140 - 4240)	Tech. & Sup. Gr. – A	As on 30.06.96	NCWA-V I (Rs.4652 - 171 - 6362 - 180 - 7802)	Tech. & Sup. Gr. – A	As on 01.07.96
Monthly			Monthly		
Basic Wage		4240.00	Basic Wage		7082.00
Attendance Bonus		424.00	One Increment – General		180.00
Special D. A.		76.11	Attendance Bonus		726.20
Fixed D. A.		238.18	Special D. A.		130.35
Variable D. A.		1687.00	Variable D. A.		nil
TOTAL		6665.29	TOTAL		8118.55
Interim Relief		570.98			
Fitment Benefit		181.95			
TOTAL		7418.22			
Stag. Increment		280.00			
Att. Bonus		28.00			
Variable D. A.		88.00			
Special D. A.		5.02			
TOTAL		7819.24			

Example – Five

NCWA-V (Rs.2220 - 132 - 3540 - 140 - 4240)	Tech. & Sup. Gr. – A	As on 30.06.96	NCWA-V I (Rs.4652 - 171 - 6362 - 180 - 7802)	Tech. & Sup. Gr. – A	As on 01.07.96
Monthly			Monthly		
Basic Wage		3144.00	Basic Wage		5507.00
Attendance Bonus		314.40	One Increment – General		171.00
Special D. A.		56.43	Attendance Bonus		567.80
Fixed D. A.		238.18	Special D. A.		101.92
Variable D. A.		1684.00	Variable D. A.		nil
TOTAL		5437.01	TOTAL		6347.72
Interim Relief		405.86			
Fitment Benefit		181.95			
TOTAL		6024.82			
P. P.		50.00			
TOTAL		6074.82			

Revised Basic Wage Rates for Piece Rated Workers

NCWA - V Rates			Revised NCWA - VI Rates (w.e.f. 1st July'1996)	
Group	Rate (Rs.)	Fall Back Wages (Rs.)	Rate (Rs.)	Fall Back Wages (Rs.)
I	65.75	65.40	127.63	126.92
II	67.16	66.31	130.37	128.72
III	68.91	67.45	133.77	130.93
IV	69.25	69.25	134.43	134.43
V	71.68	71.68	139.14	139.14
VA	72.03	72.03	139.82	139.82
PR Trammers	71.68	71.68	139.14	139.14

A.
1.
2.
3.
B.
C
C

Workload Rates of Wages of PR Workers of North East

Name of work	Workload (in Cft.)	Daily Basic Wage rate (Rs.)	Rate per Cft. (Rs.)
A. Baragolai, Tipping & Ledo			
1. Solid Cutting (Coal)	24 Cft.	151.61	6.32
2. Side Cutting (Coal)	36 Cft.	151.61	4.21
3. Stone Cutting			
(i) Manual	14 Cft.	151.61	10.83
(ii) With Drilling and Blasting	22 Cft.	151.61	6.89
B. Fall Back Wages			
		151.61	
When employed on Hazree		156.94	
C. SPRA will be @Rs.3.14 per day			
D. Jeypore/Drill Collieries			
(i) Composite works as agreed to in the earlier agreements.	36 Cft.	153.55	4.27
(ii) Fall back wages		153.55	
When employed on Hazree		156.94	
(iii) SPRA will be @Rs.3.14 per day			

Lead, Lift & Tub Pushing for Miners and Loaders

	NCWA - V Rates (per tub of 40.5 cft. OR 1.15 cu.m) (Rs.)	Revised NCWA - VI Rates (per tub of 40.5 cft. OR 1.15 cu.m) (Rs.)
1. Lead (for Miners & Loaders)		
0 to 50 ft.	NIL	NIL
51 to 100 ft.	1.18	1.71
101 to 150 ft.	3.53	5.12
151 to 200 ft.	5.88	8.53
201 to 250 ft.	8.39	12.17
For every addl. 50 ft beyond 250 ft.	3.64	5.28
2. Lift for Miners & Loaders		
0 to 10 ft.	NIL	NIL
11 to 15 ft.	1.18	1.71
16 to 20 ft.	2.21	3.21
21 to 25 ft.	3.53	5.12
For every addl. 5 ft. above 25 ft.	2.35	3.41
3. Tub Pushing		
For every 110 ft. or part thereof in excess if the first 100 ft.	0.43	0.62

Lead & Lift for Overburden Removal Workers

	NCWA – V Rates (Rs. per 1000 Cft.)	Revised NCWA – VI Rates (Rs. per 1000 Cft.)
1. Lead		
First 100 ft.	NIL	NIL
For every 50 ft. or part of 50 ft. over the first 100 ft.	34.50	48.30
2. Lift		
First 10 ft.	NIL	NIL
For every 5 ft. or part of 5 ft. over the first 10 ft.	17.25	24.15

Annexure – III C(iii)

(Vide Clause 3.9.3)

**Lead & Lift Rate for Piece Rated Workers
Other Than Miners & Loaders**

	NCWA – V Rates (Rs. per tonne of coal)	Revised NCWA – VI Rates (Rs. per tonne of coal)
1. Lead		
For every 50 ft. or part of 50 ft. over the first 100 ft.	1.93	3.16
2. Lift		
For every 5 ft. or part of 5 ft. over the first 10 ft.	0.69	0.95

Annexure – III C (iv)

(Vide Clause 3.3.2)

**For Workload of 100 Cft. and 118 Cft. in
Madhya Pradesh & Maharashtra Coalfields**

	NCWA – V Rates		Revised NCWA – VI Rates (w.e.f. 1st July'1996)	
	Rate (Rs.)	Fall Back Wages (Rs.)	Rate (Rs.)	Fall Back Wages (Rs.)
For workload of 100 Cft.	88.93	88.93	172.63	172.63
For workload of 118 Cft.	104.93	104.93	203.69	203.69

Grouping & Workload for Piece Rated Workers

The piece-rated workers shall be placed in six groups and their workload would be as indicated below :

	<u>Workload</u>
Group - I	
1. Sand Cleaner	108 cft.
2. Earth Cutter (Outside quarry)	84 cft. Measured in solid as hitherto
Group - II	
1. Depot Sand Loader	150 cft.
2. River Sand Loader	122 cft. Measured in solid as hitherto
Group - III	
1. Overburden Removal	(a) Spoil removal : 72 cft. (b) Earth cutting & removal : 66 cft. (c) Soft stone, shale and morrum : 53 cft. (d) Hard Stone : 40 cft.
2. Wagon/Truck Loaders and Stackers	Workload at lead not exceeding 100 ft.
(a) Wagon loading (Coal)/ Wagon unloading (Coal)	4.5 tonnes 6.75 tonnes
(b) Truck loading Truck unloading	4.5 tonnes 6.75 tonnes
(c) Coal Stacking	4.5 tonnes
(d) Soft coke loading Soft coke unloading	3.6 tonnes 5.4 tonnes
(e) Hard coke loading Hard coke unloading	3.2 tonnes 4.8 tonnes
(f) Stacking soft coke Stacking hard coke	3.6 tonnes 3.2 tonnes
(g) Coal screening (both products)	4.5 tonnes
(h) Coal stacking (Soft coke manufacturing)	4.5 tonnes
(i) Coal supplier (Hard coke manufacture in Coke Ovens Country Beehive & B.P.)*	4.5 tonnes
Note : Shale picking to be paid separately	
* Does not include breaking of lumpy coal	
Group - IV	
1. Soft Coke	3.75 tonnes (Raw Coal) (I. I. No. 62 dated 8.7.86)
2. Stone Stacker (underground)	72 cft

Group – V

1. Main Driver (This workload applies to drivage of mains in level and rise galleries For Drivage in Dip. direction an extra payment of not less than 100% of the rate is to be paid) Size of the main 38 width x 58 height should be 1.5 running ft per shift per head
2. Dyke Cutter Cutting when done
 - (i) With hand 5 cft
 - (ii) By Elec. and pneumatic drill 8 cft
3. Jhama (preceeding and succeeding Dyke) When done with :
 - (i) Hand – 14 cft
 - (ii) Elec. & pneumatic drill – 21 cft
4. Stone Cutter
 - (a) Cutting by chisels and hammer
 - (i) Hard Stone – 8 cft
 - (ii) Soft Stone – 10 cft
 - (b) Drilling, Blasting & Muckling manually
 - (i) Drilling by hand – 15 cft
 - (ii) Drilling by power drill – 25 cft
5. Trammers To be negotiated at unit level

Group – VA

1. Pick Miner 40.5 cft.
2. Quarry Pickminer 47.25 cft.
3. Quarry Miner 67.5 cft.
4. Quarry Loader 94.5 cft.
5. Basket Loader 81 cft.
6. (M. C. Loader) Shovel Loader (at face) To be decided at unit level
7. Filler (Andhra Pradesh) 81 cft.
8. Mechanised Face Crew Unit level
9. Dress-cum-Loader/Drill Coal Miners 61 cft.

Note : There will be no difference between development and depillaring area.

Addendum to NCWA VI Agreement Signed on 23.12.2000

- Chapter III, 3.5.3** The Case where fall back wages are paid continuously, the cases will be monitored periodically to ensure effective control.
- Chapter IV, 4.4.0** (g) Injury on duty.
- Chapter XII, 12.7.0** Add.... It is agreed that the promotion in A-I grade will not deprive anybody in going to executive cadre subject to candidature's meeting the eligibility criteria.
- 12.11.5** It is agreed that all issues which are referred to standardisation committee will be finalised within a period of 3 (three) month.
- 2.9.4** In addition to one general increment as per Clause 2.9.2. one service linked increment for every three years of service subject to a maximum of two increments will be granted from 1.7.96.



सत्यमेव जयते

सं. : 50032/32/00-01

No.

भारत सरकार
कोयला मंत्रालय
GOVERNMENT OF INDIA
MINISTRY OF COAL

नई दिल्ली, दिनांक

New Delhi the 14th Dec.,

To

The Chairman
Coal India Limited
Calcutta

Subject : Strike Notice by four unions.

Dear Sir,

On the demands of four Trade Unions namely INTUC, AITUC, BMS and HMS two tier discussions were held with the Govtrment. On 13th, December, 2000 the meeting was chaired by MOS (Coal) where most of the points related to the government policies were discussed. The second level discussion were held with the Group of Ministers on 14th December, 2000, chaired by Finance Minister, Minister of Power, Minister of Labour and Minister of State for Coal also atended the meeting. The following Trade Union representatives participated in both the meetings :

- (i) Shri Rajendra Prasad Singh, MLA, President INMWF, INTUC
- (ii) Shri Shafique Khan, Joint General Secretary, AITUC
- (iii) Shri C.B. Frank, President, BMS
- (iv) Shri Jayanta Poddar, President, HMS
- (v) Shri S.Q. Jama, General Secretary, INMWF (INTUC)

The approved formulations have already been forwarded to you. The minutes of the meeting will be circulated in due course of time.

Yours faithfully,

Sd/-
(M. K. Thapar)
Adviser Projects

Charter of demands raised by INTUC, AITUC, BMS and HMS in their strike notice dated 25.11.2000 and the agreed formulation arrived at on 13.12.2000 on policy issues

Demand of the Unions

Agreed formulation

- | | | |
|-------|---|---|
| 22(a) | Scrap Geetha Krishnan Committee report on expenditure reform with closure of all RSOs, Sales & Marketing Offices of all subsidiaries of CIL at Calcutta and Dankuni coal Complex. | The views of the Unions on matters pertaining to workers will be taken into consideration before finalizing a decision. |
| 22(b) | Stop retrenchment, retirement under VRS of coal workers. | Already decided at CIL level. |
| 23. | Withdraw the proposed amendments of Coal Mines Nationalisation Act. 1973. | Govt. assures that all aspects of the matter about demand and supply of coal and restructuring of Coal Industry will be discussed with the Trade Unions represented in JBCCI before the amendment bill is taken up for consideration in Rajaya Sabha. |
| 24. | Restore the Custom duty on imported coal to the level of 1989-90 and stop import of coal to protect Indian Coal Mining Industry. | The issue of increase of custom duty will be kept under constant review and as and when found necessary efforts will be initiated to increase the duty. |
| 25(a) | Reorganise the coal industry to make an unified single company with full autonomy. | The matter is kept open for discussion. |
| 25(b) | Scrap transfer of property of Coal India to subsidiaries Bill 2000. Stop disinvestments of share of coal companies. | The Unions were assured that the Revalidation Bill in no way compromises the status of CIL as a holding company and should not be viewed as a prelude to weaken the CIL. Inter alia, it was clarified that CIL will maintain ownership rights and will have management control over subsidiary companies. |
| 26. | Restore budgetary support to coal industry and sanction immediate investment of capital for revival of the sick coal units of the companies. | Govt. will favourably examine any revival package for reviving the loss making companies so as to ensure the profitability/viability of the units. |
| 27. | Stop selling and transfer of coal mining to any private agency. | Not relevant. |
| 28. | Coal Mines Nationalisation Act, 1993 regarding captive mining in private sector should be repealed and all coal mines running at present under this said amended | During the last 7 years, of the 26 blocks allotted. Only 3 have commissioned their mining operations. From these 3 captive blocks the production is miniscule compared to 300 million tonnes of production |

Demand of the Unions

Agreed formulation

- | | | | |
|-----|--|---|----------------|
| | provision of the Act should be taken over by the Central Government. | in the public sector. Most of the blocks reserved for private mining are virgin fields, remote and not having rail-heads. Thus, given the inherent conditions, the overall dominating position of CIL will continue to prevail. | of
tf
p. |
| 29. | A high power enquiry commission should be sent up to find out the reasons for the huge losses in ECL, BCCL & CCL and remedial measure should be taken. | Instead of enquiry and post-mortem, advice will be obtained from competent authorities to aid and advise on the revival package. Before any final view is taken on this discussions will be held with the Unions. | 2 |
| 31. | Start deduction towards CMPF contribution @ 12 per cent with effect from 01.04.2000. | CMPF contribution has already been decided to be increased from 10 to 12 per cent. Orders effective from 1.5.2000 are likely to be issued within the next two or three days. | |
| 35. | JBCCI-VII should be constituted before the expiry of the JBCCI-VI and should be concluded within six months. | CIL will be suitably advised to constitute JBCCI after signing of the NCWA-VI with advice to conclude agreement for NCWA-VII at the earliest. | |
| * | VDA issue | For VDA formulation, appropriate orders Have already been obtained from DPE. | |

Minutes of the meeting of GOM held on 14.12.2000 with the representatives of Union leaders of Coal Industry

For handling the sensitive situation arising out of the proposed strike in coal sector a Group of Ministers was constituted vide OM No. 2381/1/2000-Cab dated 11.12.2000. In continuation thereof, a meeting of GOM chaired by Finance Minister on 14.12.2000 at 2.30 PM. List of participants is enclosed herewith.

MOS(C) briefed the GOM on the current issue as follows :

2. Four of the Unions (INTUC, AITUC, BMS and HMS) have issued a notice for going on strike from 18th to 23th December, 2000 and conveyed their Charter of Demands. In all it contained 39 demands. Except for items 22 to 29, the rest pertain to problems relating to emoluments, benefits, service conditions etc. In a series of meeting held by Chairman, CIL and his officers these issues have been harmoniously and amicably resolved. However, the issues from 22 to 29 relate to items of national policy for which the union leaders have requested to have an Interface with the Government. On Ministry of Coal's initiative, PM has kindly agreed to constitute a GOM. Hon'ble FM was kind enough to convene the first meeting of the GOM today.

He also informed that some preliminary discussions were held in the Ministry of Coal with the union leaders the previous day. After prolonged consultations with them, certain draft formulations on the contentious issues have been drawn up.

3. **Finance Minister requested Union leaders to offer their view points.**

4. **Shri Shafique Khan, Joint General Secretary, AITUC**

He assured that the entire coal demand of the country can be met by PSUs if adequate funds are available for new projects. Even the Coalfields in Bihar and Bengal can be turned around if adequate funds are provided.

5. **Shri Jayant Poddar, HMS**

He informed that all the coal companies in Eastern Part of India, i.e. BCCL, ECL and CCL have been losing right from the beginning of nationalization. No investment/reorganization has been done in a proper manner. He stressed the need of budgetary support from the Government. The report of ICICI which has suggested closure of large number of mines is not in the overall interest of coal industry as many mines in the list to be closed have a reserve of 50-132 years. He also re-affirmed that the reduction of import duty will kill the Indian coal industry.

6. **Shri Rajendra Prasad, President, INTUC**

He thanked the FM for increasing the duty on import of non-coking coal from 15 to 25% and requested it to be brought up to a level of 85%. He reiterated that ECI and BCCL are having reserves of good quality non-coking and coking coal. Coal sector should be allocated adequate funds for development of mines. He also suggested that surplus coking coal washery should be converted into non-coking coal washery.

7. **Shri S.Q. Zama, General Secretary, INMWF**

His views were

- Profit making companies have stopped cross subsidization.
- Even for sustaining the present production some investment is required which needs to be given by the government which may be termed as sustainable fund in place of budgetary support.

- Private sector will not go deeper than 150 metres and will flout the conservation angle.
- All of us (Unions) are united for the betterment of the coal industry but we would need some budgetary support from the government.

8. Shri Frank, BMS

He was also of the view that for sustaining the Loss Making Companies (LMCs), which are having good quality coal, some budgetary support is required from the government and requested for budgetary support for new projects and increasing of duty to 85%.

- 9.** Giving a brief resume, Secretary (Coal) informed that ECL, BCCL and CCL are losing about Rs. 1000 crores annually. The revival plan of ICICI for ECL encompasses closure of 64 mines. MOC will be approaching the Cabinet for the approval of revival plan of ECL. Cross subsidization is affecting the Profit Making Companies (PMCs) investment plans. With the new duty structure and the present exchange rate, imported coal has become costlier in many of the ports. Coal companies are having around Rs. 6,000 crores of coal dues which need to be securitised.

10. Finance Minister briefly dwelt upon the Govt's policy guidelines on revival of sick units-

- We are not interested in privatization for sake of privation. It will be on a rational basis.
- Revival of sick units will be examined on unit to unit basis.
- If revival is not possible then only will the units be closed.
- Workers interest will be protected.
- Import duty is a very complex exercise due to conflicting interests of various sectors but the Govt. will ensure that the "Best" interest of the country are secured
- We should like to protect the Indian Industry, but the Government also has some constraints.

After prolonged discussions, it was decided as under :

<u>Demand of the Unions</u>	<u>Agreed formulation</u>
22(a) Scrap Geetha Krishnan Committee report on expenditure reform with closure of all RSOs, Sales & Marketing Offices of all subsidiaries of CIL at Calcutta and Dankuni coal Complex.	The views of the Unions on matters pertaining to workers will be taken into consideration before finalizing a decision.
22(b) Stop retrenchment, retirement under VRS of coal workers.	Already decided at CIL level.
23. Withdraw the proposed amendments of Coal Mines Nationalisation Act, 1973.	Govt. assures that all aspects of the matter about demand and supply of coal and restructuring of Coal Industry will be discussed with the Trade Unions represented in JBCCI before the amendment bill is taken up for consideration in Rajaya Sabha.
24. Restore the Custom duty on imported coal to the level of 1989-90 and stop import of coal to protect Indian Coal Mining Industry.	The issue of increase of custom duty will be kept under constant review and as and when found necessary efforts will be initiated to increase the duty.

Demand of the Unions

Agreed formulation

- | | | |
|-------|---|--|
| 25(a) | Reorganise the coal industry to make an unified single company with full autonomy. | The matter is kept open for discussion. |
| 25(b) | Scrap transfer of property of Coal India to subsidiaries Bill 2000. Stop disinvestments of share of coal companies. | The Unions were assured that the Revalidation Bill in no way compromises the status of CIL as a holding company and should not be viewed as a prelude to weaken the CIL. Inter alia, it was clarified that CIL will maintain ownership rights and will have management control over subsidiary companies. |
| 26. | Restore budgetary support to coal industry and sanction immediate investment of capital for revival of the sick coal units of the companies. | Govt. will consider on merit any revival Package for reviving the loss making companies which are potentially viable. |
| 27. | Stop selling and transfer of coal mining to any private agency. | Not relevant. |
| 28. | Coal Mines Nationalisation Act, 1993 regarding captive mining in private sector should be repealed and all coal mines running at present under this said amended provision of the Act should be taken over by the Central Government. | During the last 7 years, of the 26 blocks allotted. Only 3 have commissioned their mining operations. From these 3 captive blocks the production is minuscule compared to 300 million tonnes of production in the public sector. Most of the blocks reserved for private mining are virgin fields, remote and not having rail-heads. Thus, given the inherent conditions, the overall dominating position of CIL will continue to prevail. |
| 29. | A high power enquiry commission should be set up to find out the reasons for the huge losses in ECL, BCCL & CCL and remedial measure should be taken. | Instead of enquiry and post-mortem, advice will be obtained from competent authorities to aid and advise on the revival package. Before any final view is taken on this discussions will be held with the Unions. |
| 31. | Start deduction towards CMPF contribution @ 12 per cent with effect from 01.04.2000. | CMPF contribution has already been decided to be increased from 10 to 12 per cent. Orders effective from 1.5.2000 are likely to be issued within the next two or three days. |
| 35. | JBCCI-VII should be constituted before the expiry of the JBCCI-VI and should be concluded within six months. | CIL will be suitably advised to constitute JBCCI after signing of the NCWA-VI with advice to conclude agreement for NCWA-VII at the earliest. |
| * | VDA issue | For VDA formulation, appropriate orders Have already been obtained from DPE. |

Meeting ended with a vote of thanks to the chair.

**List of participants of the meeting
of
GOM
held on 14-12-2000**

1. Shri Yashwant Sinha, Minister of Finance
2. Dr. Satya Narayan Jatiya, Minister of Labour
3. Shri Suresh Prabhu, Minister of Power
4. Shri N. T. Shanmugam, Minister of State for Coal (Independent Charge)
5. Shri N. K. Sinha, Secretary (Coal)
6. Shri C. D. Arha, Addl. Secretary (Coal) and Chairman, CIL
7. Shri M. K. Thapar, Adviser (Projects)
8. Shri C. H. Khisty, Director (Personnel), CIL
9. Shri A. Chatterjee, Director (Finance), CIL
10. Shri Shafique Khan, Jt. General Secretary, AITUC
11. Shri Jayant Poddar, HMS
12. Shri Rajendra Prasad, MLA, President, INTUC
13. Shri S. Q. Zama, General Secretary, INMWF
14. Shri C. B. Frank, President, BMS