

MEMORANDUM OF AGREEMENT

NATIONAL COAL WAGE AGREEMENT-VII

**JOINT BIPARTITE COMMITTEE
FOR
THE COAL INDUSTRY**



**NEW DELHI
15th July 2005**

Index

| Sl.No. | Subject | Page No. |
|--------|--|----------------|
| 1. | Re-constitution of JBCCI-VII | (vi) to (viii) |
| 2. | Preamble | 1-2 |
| 3. | Chapter-I | 3 |
| | 1.0 Scope and Coverage | |
| 4. | Chapter-II Wages,Wage Structure and Dearness Allowance | 4-7 |
| | 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 Variable Dearness Allowance | |
| | 2.7.0 Minimum Guaranteed Benefit | |
| | 2.8.0 Fitment in the Revised Scale of Pay for Time Rated & Monthly Pay Scales. | |
| | 2.8.2 Illustration of fitment | |
| | 2.9.0 Date of Annual Increments | |
| | 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 | |
| 5. | Chapter-III Wage Rates, Work Norms etc. for Piece Rated Workers | 8-11 |
| | 3.0 Work Norms and Job Description | |
| | 3.2.0 The rates of wages and workload for different group of Piece-rated workers | |

| | | | |
|-----------|-------------------|--|--------------|
| | 3.3.0 | Workload and Rate 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 | Trammers | |
| | 3.8.0 | Otther Piece-rated workers | |
| | 3.8.1 | Slurry/pond Piece-rated workers | |
| | 3.9.0 | Lead & Lift and Tub Pushing Rates | |
| | 3.9.1 | Lead Lift and Tub Pushing Rate for miners and loaders | |
| | 3.9.2. | Lead & Lift for overburden removal workers | |
| | 3.10.0 | Lead & Lift payments to be Basic Wages | |
| | 3.11.0 | Minimum Guaranteed Benefit, Special Piece rate Allowance Fitment of Piece-Rated Workers in the Revised Group Wages | |
| | 3.11.3 | Special Piece-rate Allowance | |
| | 3.12.0 | Grant of one Addl.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 respectively. | |
| 6. | Chapter-IV | Underground Allowance | 12 |
| 7. | Chapter-V | Other Allowances | 13-15 |
| | 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 | 16-17 |
| | 6.0 | Annual leave with wages | |
| | 6.2.0 | The prevalent practices in respect of Earned Leave, Casual and paid festival holidays | |
| | 6.3.0 | Accumulation of Earned Leave/Annual Leave with Wages | |
| | 6.4.0 | Encashment of Earned Leave | |
| | 6.5.0 | Sick Leave and Special Leave | |
| | 6.6.0 | Casual Leave with pay | |
| | 6.7.0 | National/Festival Holidays. | |
| 9 | Chapter-VII | Return Railway Fare and Leave Travel Benefit | 18 |
| | 7.1.0 | R.R.F./L.T.C | |
| | 7.2.0 | Long Leave Travel Concession | |
| | 7.3.0 | Class of Entitlement | |
| 10 | Chapter-VIII | House Rent Allowance | 19-20 |
| | 8.1.0 | House Rent Allowance | |
| | 8.1.2 | House Rent Allowance will be regulated as indicated | |
| | 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 | 21-22 |
| | 9.1.0 | Life Cover Scheme | |
| | 9.2.0 | Workmen's Compensation Benefits | |
| | 9.3.0 | Provision of Employment to Dependant | |

| | | | |
|------------|--------------------|--|--------------|
| 12. | Chapter-X | Housing, Water Supply, Medical & Educational Facilities | 23-25 |
| | 10.1.0 | House | |
| | 10.1.7 | Town Administration | |
| | 10.2.0 | Water Supply | |
| | 10.3.0 | Medical Facilities | |
| | 10.4.0 | Ambulance | |
| | 10.5.0 | Pneumoconiosis | |
| | 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 | 26-27 |
| | 11.1 | Production, Productivity, Efficiency and Industrial Harmony | |
| 14 | Chapter-XII | General | 28-29 |
| | 12.1.1 | Existing Benefits | |
| | 12.1.2 | Supply of Fuel | |
| | 12.1.3 | Payment of Overtime Wages | |
| | 12.2.0 | Wages for Weekly Day of Rest | |
| | 12.3.0 | Contract Labour | |
| | 12.4.0 | Date of Retirement | |
| | 12.5.0 | Anomaly in Grade/Scale | |
| | 12.6.0 | Other Issues | |

| | | | |
|-----|--------|---|--------------|
| | 12.7.0 | TA, DA & Dress Manual | |
| | 12.8.0 | Modalities for promotion | |
| 15. | | Chapter-XIII | 30 |
| | 13.1.1 | Implementation of the agreement | |
| | 13.4.1 | Standardisation Committee | |
| | 13.4.2 | Committee on Incentive Scheme | |
| 16. | | Annexure-A (Preamble) | 31 |
| 17. | | Annexure Preamble-B | 32-33 |
| 18. | | Annexure-I | 34-37 |
| 19. | | Annexure-IIA Revised Wage Structure (w.e.f.1.7.2001) | 38 |
| 20. | | Annexure-IIB : Pay scales for Assam(North East) Coalfields | 39 |
| 21. | | Annexure-IIC : Illustration of Fitment in Revised Scale | 40-41 |
| 22. | | Annexure- VDA(2.6.0) | 42 |
| 23. | | Annexure-IIIA(3.2.0): Revised Basic Wage Rates for Piece Rated Workers | 43 |
| 24. | | Annexure-IIIB (3.2.0): Workload Rates of Wages of PR Workers of North East | 44 |
| 25. | | Annexure-IIIC(I) (3.9.1) Lead, Lift & Tub pushing for Miners & Loaders | 45 |
| 26. | | Annexure-IIIC(II) (3.9.2) Lead & Lift for Overburden Removal Workers | 46 |
| 27. | | AnnexureIIIC(III) (3.9.3) Lead & Lift Rate for Piece-rated Workers Other than Miners & Loaders | 47 |
| 28. | | Annexure-IIID (3.2.0) : Grouping & Workload for Piece-rated Workers | 48-49 |
| 29. | | Signature of Parties dated 15.7.2005 at New Delhi | 50-54 |

JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY

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

No.CIL/C-5B/JBCCI-VII/206

Dated: 17th December, 2003

Sub: Re-constitution of Joint Bipartite Committee for the Coal Industry for negotiating National Coal Wage Agreement-VII

Ref: No.CIL/C-5B/JBCCI-VII:01 dated 28.07.03

Further to the above communication intimating re-constitution of JBCCI-VII in terms of Ministry of Coal's letter No.55011/04/2002-PRIW dated 11.07.03, the name and designation of the Members representing the management of Coal companies and the five Central Trade Unions in the re-constituted JBCCI-VII are as follows :

| Sl. No. | Name of the Members | |
|----------------|---|-----------------------|
| 1. | Shri Shashi Kumar, Chairman,CIL | Chairman (Ex-officio) |
| 2. | Shri DK Varma, Director(F), CIL,Kolkata | Member |
| 3. | Shri MK Sinha, CMD, ECL, Sanctoria | Member |
| 4. | Shri PS Bhattacharjee, CMD, BCCL, Dhanbad | Member |
| 5. | Shri JP Sharma,CMD, CCL, Ranchi | Member |
| 6. | Shri Ashok Mehta, CMD, WCL, Nagpur | Member |
| 7. | Shri JN Singh, CMD, SECL, Bilaspur | Member |
| 8. | Shri GK Choudhary, Director(P), MCL,Sambalpur | Member |
| 9. | Shri AK Das, Director(F), NCL, Singrauli | Member |
| 10. | Shri Sriram Tarnikanti, IAS, Director(P&AW),SCCL, | Member |
| 11. | Representative of IISCO | Member |
| 12. | Representative of TISCO | Member |
| 13. | Representative of ICML | Member |
| 14. | Representative of BECML | Member |
| 15. | Representative of JSPL | Member |
| 16. | Director(P&IR), CIL | Member Secretary |

Sri GD Gulab, CGM(MP&IR), CIL, Kolkata to act as Co-ordinator

**REPRESENTING WORKMEN
INDIAN NATIONAL MINeworkERS' FEDERATION (INTUC)**

MEMBERS

1. Shri Rajendra Prasad Singh, MLA & GS, INTUC/President, INMF
2. Shri SQ Zama, General Secretary, INM F
3. Shri CS Dubey, MLA
4. Shri Provat Goswami, Vice President, INMF
5. Shri B Venkat Rao, Working President, SCMLU (INMF)
6. Shri O.P Lal, MLA, Vice President, INMF

Sl. No. Name of the Members

ALTERNATE MEMBERS (INTUC)

1. Shri MD Vishwakarma, Jt. General Secretary, INMF
2. Shri GVR Sharma, Asstt. Secretary, INMF
3. Shri KN Tkrivedy
4. Shri Lallan Choubey
5. Shri DK Jaiswal
6. Shri AK Mukherjee.

INDIAN MINE WORKERS FEDERATION (AITUC)

MEMBERS

1. Shri Sunil Sen, General Secretary, IMWF
2. Shri Shafique Khan, Jt. General Secretary, IMWF
3. Shri Y. Gattaih, Secretary, IMWF

ALTERNATE MEMBERS

1. Shri Mohan Jha, Secretary, IMWF
2. Shri Krishna Modi, Vice President, IMWF
3. Shri Ashoke Kumar Dubey, Secretary, IMWF

HIND KHADAN MAZDOOR FEDERATION (HMS)

MEMBERS

1. Shri Jayanta Podder, President, HKMF
2. Shri Bachha Singh, Preesident, JMS
3. Shri Nathulal Pandey, General Secretary, MPKMS

ALTERNATE MEMBERS

1. Shri Rajendra Prasad Singh, President, OCMLF (HMS)
2. Shri Nageswar, Secretary, CMU
3. Shri Reyaz Ahmed, General Secretary, SM&EWU (HMS)

MEMBERS

1. Dr. Basant Kumar Rai, Secretary, BMS
2. Shri C.B. Frank, General Secretary, ABKMS
3. Shri Kamalesh Sahai, Vice President, ABKMS

ALTERNATE MEMBERS (INTUC)

1. Shri BK Rai, Secretary, ABKMS (BMS)
2. Shri Surendra Kumar Pandey, General Secretary, BKKMS
3. Shri Y.N. Singh, General Secretary, BKKMS(BMS)

ALL INDIA COAL WORKERS' FEDERATION (CITU) MEMBERS

1. Dr. MK Pandhe, President, AICWF
2. Shri SK Bakshi, General Secretary, BCKU
3. Shri Goutam Ghatak, CMSI

ALTERNATE MEMBERS

1. Shri Mihir Chowdhury, General Secretary, NCOEA
2. Shri Bijay Bahadur Roy, President, LJCMMU
3. Shri M Saibabu, General Secretary, SCEU

The date of the meeting of JBCCI-VII shall be notified separately.

Sd/-
DIRECTOR(P&IR),CIL &
MEMBER SECY., JBCCI-VII

Distribution

All Members & Alternate Members of JBCCI-VII

National Coal Wage Agreement - VII

PREAMBLE

0.1 The wage structure and other conditions of service including fringe benefits of the employees in the coal industry are 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. National Coal Wage Agreements were operative as under:-

| NCWA | PERIOD | SIGNED ON |
|----------|--------------------------|------------|
| NCWA-I | 01.01.1975 to 31.12.1978 | 11.12.1974 |
| NCWA-II | 01.01.1979 to 31.12.1982 | 11.08.1979 |
| NCWA-III | 01.01.1983 to 31.12.1986 | 11.11.1983 |
| NCWA-IV | 01.01.1987 to 30.06.1991 | 27.07.1989 |
| NCWA-V | 01.07.1991 to 30.06.1996 | 19.01.1996 |
| NCWA-VI | 01.07.1996 to 30.06.2001 | 23.12.2000 |

0.2 As the operation of the National Coal Wage Agreement-VI was upto 30th June, 2001, Joint Bipartite Committee for the Coal Industry (JBCCI-VII) was reconstituted on 17.12.2003 in terms of letter No.55011/04/2002-PRIW dated 11th July, 2003 from the Govt. of India, Ministry of Coal, New Delhi. Further, the deliberations continued in JBCCI and Core Group set up by the JBCCI to facilitate an amicable settlement on wage structure, fringe benefits & allowances etc. The composition of the re-constituted JBCCI to negotiate and arrive at NCWA-VII consisted of representatives of Management & Central TUs as indicated below :

| Representing Management | No. of members |
|--|----------------|
| 1. Coal India Limited and its Subsidiary Companies | 12 |
| 2. Singareni Collieries Co.Ltd. | 01 |
| 3. Tata Iron & Steel Co.Ltd. | 01 |
| 4. Indian Iron & Steel Co.Ltd. | 01 |
| 5. Integrated Coal Mining Ltd. (ICML) | 01 |
| 6. Bengal EMTA Coal Mining Pvt. Ltd. (BECML) | 01 |
| 7. Jindal Steel & Power Ltd. (JSPL) | 01 |
| Total | 18 |

| Representing workmen | No. of members |
|--|----------------|
| 1. Indian National Mine Workers Federation (INTUC) | 06 |
| 2. Indian Mine Workers Federation (AITUC) | 03 |
| 3. Hind Khadan Mazdoor Federation (HMS) | 03 |
| 4. Akhil Bharatiya Khadan Mazdoor Sangh (BMS) | 03 |
| 5. All India Coal Workers Federation (CITU) | 03 |
| Total | 18 |

However, Management representatives from 3 to 7 declined to participate.

0.3 The charter of demands submitted by the aforementioned federations were integrated. While the matter was under discussion, the workmen/federation representatives pressed for payment of interim relief to the workmen due to delay in finalizing the agreement and in the meeting held with the federation on 12.01.04 at Kolkata, it was agreed to pay an interim relief @ 15% of Basic wage as on 01.01.2004 as per MOU dated 12.1.04 and orders issued on the subject are at "Annexure-Preamble-A" and "Annexure- Preamble-B" respectively.

0.4 The Joint Bipartite Committee for the Coal Industry discussed in detail the various issues contained in the integrated charter of demands and constituted a Core Group comprising of the following members:

Representing Management

Representing Workmen

1. Shri Md. Salim Uddin,
Director(P&IR), CIL
2. Shri Partha S Bhattacharyya
CMD, BCCL
3. (a) Shri Ashok Mehta,
CMD, WCL
(w.e.f. 17.3.2004 to 31.12.2004)

1. Shri Rajendra Prasad Singh,
President, INMF (INTUC)
2. Shri S.Q. Zama,
Secretary-Genl., INMF (INTUC)
3. (a) Late Shafique Khan,
Jt.Genl.Secy.IMWF (AITUC)

(w.e.f. 17.3.2004 to 22.10.2004)

(b) Shri GS Chugh,
CMD, WCL
(w.e.f. 18.5.2005)

(b) Late Sunil Sen,
Genl.Secretary, IMWF (AITUC)
(w.e.f. 17.3.04 to 20.12.04)

4. Shri SA Yusuf,
Director(P), WCL

(c) Shri Ramendra Kumar,
Genl. Secretary, IMWF (AITUC)
(w.e.f. 30.11.04)

5. Shri D. Basu,
Director(F), SECL

4. Shri Jayanta Podder,
President, HKMF (HMS)

6. Shri GD Gulab,
Director(P), MCL

5. Dr. B.K. Rai,
Secretary, BMS

7. (a) Shri Sriram Taranikanti, IAS,
Director(PA&W), SCCL

6. Dr. M.K. Pandhe,
President, AICWF (CITU)

(b) Shri M Subramanyam, IAS
Director(PA&W), SCCL
(w.e.f. 18.6.2005)

0.5 After prolonged negotiations, the parties arrived at an agreement. The terms of the agreement are set out in Chapters – I to XIII.

Chapter – I

1.0 Scope and Coverage

- 1.1 The Agreement shall be called the NATIONAL COAL WAGE AGREEMENT-VII (hereinafter shall be referred to as NCWA-VII) and will be effective from 1.7.2001 to 30.6.2006.
- 1.2 This Agreement shall cover all categories of employees in the Coal Industry who were covered under National Coal Wage Agreements – I to VI and also employees of those establishments which are functioning and may be functioning under the Coal Companies.
- 1.3 The scope of the agreement covers the wage structure including Dearness Allowance, fitment in the revised scale of pay, fringe benefits, service conditions, welfare/social security/pension, safety & other matters 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 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 of provident fund, payment in lieu of profit sharing bonus, gratuity etc.
- (c) Variable Dearness Allowance (VDA) linked to the All India Consumer Price Index Number for Industrial workers (Base 1960 = 100) (hereafter called Index Number) adjustable quarterly depending on variation in Consumer Price Index number above 2191.

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 the Agreement shall be Rs.6,204.62 per month or Rs.238.63 per day at the All India Average Consumer Price Index Number for Industrial workers (Base 1960 = 100) at 2191. This amount includes the minimum guaranteed benefit of Rs.1185.39 per month or Rs.45.59 per day inclusive of Interim Relief.

2.2.2 The break up of the minimum wage of Rs.6,204.62 per month or Rs.238.63 per day as on 1st July, 2001 linked to AICPI No.2191 will be as indicated below:

| | Per day (Rs.) | | Per Month (Rs.) | |
|--|---------------|---------------|-----------------|-----------------|
| | Pre-revised | Revised | Pre-revised | Revised |
| a. Basic Wage/Pay | 126.92 | | | |
| | 213.46 | 3300.00 | 5550.00 | |
| b. Attendance Bonus @ 10% of basic wage | 12.69 | 21.34 | 330.00 | 555.00 |
| c. Special DA | 2.28 | 3.83 | 59.23 | 99.62 |
| D. Variable DA | 51.15 | Nil | 1330.00 | Nil |
| Total | 193.04 | 238.63 | 5019.23 | 6204.62 |
| Minimum Guaranteed Benefit inclusive of Interim Relief | 45.59 | | 1185.39 | |
| Total: | 238.63 | 238.63 | 6204.62 | 6204.62* |

- Note:
1. Conversion from monthly to daily rated rounded off to two decimal points
 2. *Refer Clause 2.7.0

The Variable Dearness Allowance will vary according to the shift of the Consumer Price Index Number over 2191 as detailed under Clause 2.6.0

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 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. It was agreed that management's proposal in this regard would not be pursued further in view of the trade unions acceptance to increase attendance of workers as per the measures to be mutually worked out.

2.4.2 As computed, fringe benefits on Attendance Bonus are being paid as Special Dearness Allowance along with wages, the quarterly bonus shall not attract any other fringe benefits.

2.5.0 Special Dearness Allowance.

Special Dearness Allowance shall attract fringe benefits such as Provident Fund, payment in lieu of Performance Linked Reward Scheme 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.5550/- as computed would be Rs.99.62. The computed fringe benefits on Attendance Bonus called Special Dearness Allowance will also attract all fringe benefits applicable to Dearness Allowance.

2.6.0 Variable Dearness Allowance

It is agreed to pay 100% DA Neutralisation for all the employees irrespective of their basic pay. The rate of VDA payable w.e.f. 1.7.2001 is tabulated under **Annexure – VDA**. The Variable Dearness Allowance at AICPI 2191 (Base 1960 = 100) shall be "NIL" as on 1.7.2001. 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.

100% DA has been agreed in view of common understanding arrived to improve production productivity through mutually agreed measures.

2.7.0 Minimum Guaranteed Benefit.

All employees covered by this agreement who were on the rolls of different units of Coal Companies as on 30th June, 2001 and continued to be on the rolls on 1.7.2001 will be given a minimum guaranteed benefit of 15% of basic pay as on 30.06.2001 plus Rs.300 or Rs.1185.35 per month/ Rs.45.59 per day whichever is higher. IR being paid shall be adjusted.

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

2.8.1 For the purpose of fitment in the revised scale of pay/wages to the existing total emoluments of an employee as on 30.6.2001 comprising of basic wages including stagnation increments, VDA, Special DA, Attendance Bonus and 15% I.R. plus Rs.300/- or Rs.1185.39 per month/Rs.45.59 per day whichever is higher will be added together and amount 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 30.6.2001 and the concerned employee will be fitted in the new scale in the same manner as has been detailed above.

2.8.2 A few illustrations of fitment of employees in the revised scale of pay are given in "Annexure – IIC".

2.9.0 Date of Annual Increments

- 2.9.1** 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 & VI viz 1st of March and 1st of September each year.
- 2.9.2** The employees who have joined Coal Companies on or after 1.7.2001 and/or who have got different dates of increment, their increments will fall due on the anniversary date of their last increment.
- 2.9.3** The amount already drawn in the existing scales under NCWA-VI including interim relief/increment etc. drawn from 1st July, 2001 would be adjusted from the amount that have become due in terms of the revised wages.
- 2.9.4** 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, 2001 or reach the maximum of the revised scale at any time during or after the period of this agreement will be allowed annual increments equivalent to the last incremental rate in the revised scales on the due date every year till the next settlement.

- 2.10.0 The rate of annual increment shall be fixed @ 2.5% of initial basic wage of each pay scale in Category - I, II, III, IV & V, Excavation Category - D & E, T&S Grade - D, E, F, G & H and Clerical Grade - II & III and ;
- 2.10.1 The rate of annual increment shall be fixed @ 3% of initial basic wage in respect of employees in Excavation - Special, A, B & C, Daily Rated Cat.VI & T&S Gr.A-1, T&S Gr.A, T&S Gr.B & T&S Gr.C, Clerical Special Gr. & Gr.I.
- 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 for a period of 7/8 years (underground/surface workers respectively) or more would be upgraded in the next higher category/grade. Such upgradation will be undertaken once in a year on 1st January and so on. Monthly rated employees in T&S Gr.A-1 and Daily Rated employees in Excavation Special Category who have stagnated for more than 7/8 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 Instructor 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 Rate 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.

| | For workload of 100 cft. | For workload of 118 cft. |
|------------------------------|-----------------------------|-----------------------------|
| Existing rate | Rs.172.63 | Rs.203.69 |
| Revised rate w.e.f. 1.7.2001 | Rs.290.33 | Rs.342.57 |

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 workload 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 at full work norms.

3.5.2 There will be 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 B:

wages is payable in case the piece-rated workers fail to fulfill 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 fulfill 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

In order to introduce the concept of Mechanised Face crew/Multiskilled jobs, the Technical Sub Committee be constituted by JBCCI which shall examine and submit their recommendations within six months for implementation.

3.7.0 Trammers

3.7.1^{*} In case of revision of unit rate of trammers effective from 1st July, 2001 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 is not less than mid point of Cat-III i.e. Rs.275.52 (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 15% of Basic pay as on 30.06.2001 plus Rs.300/- or Rs.1185.39 per month/ Rs.45.59 per day whichever is higher 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 2001 to 30th June, 2001 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, 2001 is more or less the same as compared to the working norm/standard fixed before the NCWA-VII comes into force i.e. prior to 1.7.2001, the revision of trammimg 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 work load should be so adjusted as to ensure that increase in basic earnings does not exceed 68.18% of the basic earnings as on 30th June, 2001.

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 (Group -VA) will be given subject to a minimum increase of Rs.87.02 per day in basic wage.

3.8.1 Slurry/pond Piece-rated workers.

Joint Committee at the Company level will decide the work load and wages in respect of slurry/pond Piece rated workers within a period of 3 months.

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 & 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 & 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 15% of Basic pay as on 30.06.2001 plus Rs.300/-or Rs.1185.39 per month/Rs.45.59 whichever is higher 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 Special Piece-Rate Allowance

Piece-rated workers who were on the rolls on 30th June, 2001 and continued to be so on 1st July, 2001, the following amount, as indicated against each group, will be paid as SPR annually in addition to their existing SPRA, to provide motivation for achieving higher productivity. This will be effective from 1.7.2001. (However, the SPRA will accrue from anniversary date of employee concerned).

S.P.R.A.

| Group Rate of Annual SPRA (Rs. Per day) | | |
|---|----------------------------------|---|
| | As per NCWA –VI w.e.f. 1.7.96 | Revised Rates as per NCWA-VII w.e.f. 1.7.2001 |
| I. | Rs.1.92 | 5.37 |
| II. | Rs.2.14 | 5.48 |
| III. | Rs.2.60 | 5.62 |
| IV. | Rs.2.60 | 5.65 |
| V. | Rs.3.14 | 7.02 |
| VA. | Rs.3.14 | 7.05 |

SPRA already drawn on and from 1st July, 2001 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.

3.11.4 Piece-rated workers appointed on or after 1st July, 2001 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, 2001 will be regulated as under:

- (a) Those who complete one year of service on any day between 1st July, 2002 to 31st August, 2002 will get their 1st SPRA on and from 1st September, 2002.
- (b) Those who complete one year of service on any day between 1st September, 2002 to 28th February, 2003 will get their 1st SPRA on and from 1st March, 2003.

3.11.5 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 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, 2006 and so on 1st January on the following years in which they become eligible for additional SPRA.

OTE: While an employee engaged in a 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 1.7.2004 @ 10% of the revised basic wage upto Rs.9,000/- per month and @ 12.5% of revised basic wage of Rs.9,001/- and above uniformly.
- 4.3.0 In case of Assam (North East Coalfields), the Underground Allowance shall be payable from 1.7.2004 @ 12.5% of revised basic wages upto Rs.9000/- per month and @ 15% of revised basic wages of Rs.9001/- and above uniformly.
- 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 of National/Festival holidays.
 - (c) Sick leave/Casual leave with wages
 - (d) Overtime allowance
 - (e) Gratuity and Post Retirement Benefit Scheme
 - (f) Contribution 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.50/- per head per month with effect from 1.7.2004. In respect of Nursing Staff, however, the amount of Washing Allowance payable to them will be Rs.60/- per head per month with effect from 1.7.2004. 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.7/- per day of actual attendance w.e.f. 1.7.2004.

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.7/- per day of actual attendance with effect from 1.7.2004 as long as he is required to report the old place of work.

5.3.0 Additional Transport Subsidy

Additional Transport Subsidy/Night Shift allowance at the rate of Rs.10/- per day of work will be paid from 1.7.2004 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.15/- per day of attendance w.e.f. 1.1.2005. Employees getting Conveyance Reimbursement shall not be entitled for Transport Subsidy. The existing employees who are having valid driving license with ownership of the vehicle will be eligible for conveyance reimbursement.

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 1.5m thickness - Nil
- (ii) Seams of 1 metre 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 need based 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.2.90 per shift will be paid to each of the workers working in such a mine or district or section with effect from 1.7.2004. Where such traveling exceeds 2000 metres, this allowance will be Rs.5.80 per attendance with effect from 1.7.2004.

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 rates for payment of CCA will be as under:

| BASIC PAY | CLASS OF CITIES | | | |
|-------------------|-----------------|----------|----------|----------|
| | A-1 | A | B-1 | B-2 |
| Below Rs.6727/- | Rs.90/- | Rs.65/- | Rs.45/- | Rs.25/- |
| Rs.6727 - 8829/- | Rs.125/- | Rs.95/- | Rs.65/- | Rs.35/- |
| Rs.8830 - 10930/- | Rs.200/- | Rs.150 | Rs.100/- | Rs.65 |
| Rs.10931 & above | Rs.300/- | Rs.240/- | Rs.180/- | Rs.120/- |

However, the employees would be allowed to draw the existing amount of CCA in pre-revised scale wherever the above rates are lower.

It is 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 concession/ free fuel/free house etc. will not be entitled to City Compensatory Allowance

Chapter – VI

Leave and National/Festival Holidays

6.0 ANNUAL LEAVE WITH WAGES

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

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 leave 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 120 days prospectively.

6.4.0 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 120 days whichever is less will be allowed for encashment.

6.5.0 Sick Leave and Special Leave

6.5.1 The existing provision relating to Sick Leave of 15 days with full pay in a calendar year will continue. Sick leave with full pay will accumulate upto 100 days prospectively.

6.5.2 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 special 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 grant of Special Leave to employees suffering from Brain disorder will be guided as per provisions of I.I.No.25 dated 1.6.2001 of NCWA-VI.

6.5.3 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.

6.6.0 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.

6.7.0 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 31.12.2005.
- (b) Those employees who join after signing of this agreement will not be entitled for RRF but will avail L.T.C.

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 term "Family" as laid down in the existing rules.

7.3.0 CLASS OF ENTITLEMENT

7.3.1 In view of the change in wage structure, the entitlement of First class (Non-AC) fare will be Rs. 5800/- (basic pay) per month in respect of RRF and Rs.5850/- (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.5800/- (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.5850/- per month will be entitled to Sleeper (Non AC class). Other conditions shall remain the same.

Chapter – VIII

House Rent Allowance

8.1.0 HOUSE RENT ALLOWANCE

8.1.1 The existing House Rent Allowance of Rs.75/- per month will be increased to Rs.100/- per month with effect from 1.7.2004 and will be paid to those employees who have not been provided with residential accommodation.

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 house individually will be eligible for House Rent Allowance at the rate of Rs.100/- 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.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.100/- 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.100/- 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.

Government notification/clarification on the subject will be followed as provided in the previous agreements. Other related issues will be discussed/decided in the Standardisation Committee within a period of 3 months.

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 endeavor will be made to reimburse the cost of about 14.5 kg., of Liquefied Petroleum Gas (L.P.G.) per month. The company will make efforts to arrange supply of gas in phased manner.

Chapter – IX

Social Security

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.40,000/- w.e.f. 1.1.2005. However, those died before 1.1.2005 and if their dependents 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 lump sum 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 exgratia amount of Rs.30,000/- in case of death or permanent total disablement resulting on account of accident arising out of and in course of employment will be paid. It will be effective from 1.1.2005. However, pending cases of those employees who died before 1.1.2005 and if the benefit has not been paid to the dependents till 1.1.2005 will also be paid at the above rate. This provision will also be applicable in case of employees suffering from permanent total disablement due to pneumoconiosis.

9.3.0 Provision of Employment to Dependant

- (i) The clauses 9.3.0, 9.4.0 & 9.5.0 of NCWA-VI will be operative in NCWA-VII till a revised scheme is jointly prepared keeping in view the various verdicts of Hon'ble Supreme Court at the earliest.
- (ii) The dependants appointed under the provision of NCWA-VI and presently on stipend as on 15.7.05 i.e. the date of signing NCWA-VII agreement shall be regularized in Cat.I.
- (iii) The dependants who shall be appointed under NCWA-VII provision after 15.7.05 shall be appointed on basic wage of Cat.I as Trainee for a period of six months. However, during training period they will have the status of permanent employee. On completion of statutory training they shall be regularized as Cat. I employee. They shall undergo Vocational Training under the statutory provisions from the date of appointment.
- (iv) In case of discrepancies, if any, the matter will be discussed in Standardisation Committee.

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 Government.
- 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 installments 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 in-charge 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 infra-structural facilities and keeping other suitable measures including handing over the medical services to reputed agencies for Medicare. The recommendation of the Kumarmangalam Committee will also be kept in view. Budgetary provision would be made for medical services at a rate not less than **Rs.1200/-** 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 Ambulance

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

10.5.0 Pneumoconiosis

10.5.1 In order that pneumoconiosis 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 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 paid wages for the entire period of sickness.

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 run on No Profit No Loss basis. The canteens may 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, Adult Education, Community Development etc., will continue to be 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 homes, rehabilitation centers and hostels.

Chapter – XI

Production, Productivity, Efficiency And Industrial Harmony

11.1 Management and workers' representatives agree to cooperate for creating a harmonious industrial environment conducive to the growth of health and financial viability of 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.
- To jointly endeavour to accelerate the growth of underground/opencast production and productivity to achieve an increase in productivity by 20% every year.
- To strive to achieve increase in capacity utilisation by 4% every year.
- In introduction of appropriate new technology keeping in view the mining conditions in the country.
- To introduce multi-skill working including man riding wherever possible in conjunction with mechanisation of underground working.
- To introduce 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/ rationalisation of manpower whenever called for on account of reorganization of introduction of new technology/ deployment of manpower.
- 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 and bring austerity 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.
- To eliminate wastage and misuse of free amenities like power, water, coal and medical facilities. etc.
- To cooperative 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 A committee will be constituted at each company which will monitor the steps taken in this regard.

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.

12.1.2 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 as company level.

12.1.3 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.

12.2.0 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.

12.3.0 Contract Labour

The provisions as prescribed in NCWA-VI 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, CMPF/PF including payment of contractor's workers by contractors at counters specified by the Principal employer.

12.4.0 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.

12.5.0 Anomaly in Grade/Scale.

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

12.6.0 Other Issues

12.6.1 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.

12.6.2 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.

12.6.3 It was agreed in principle to evolve a scheme for granting medical facilities to retired employees. This will be discussed in the Standardisation Committee.

12.6.4 It is agreed that payment of arrears of NCWA-VII shall be made to those employees who have already separated or shall separate on any account.

For remaining employees of all Subsidiaries/Companies, modalities shall be jointly worked out taking into consideration of revival package for BCCL & ECL.

12.7.0 TA, DA & Dress Manual

The unanimous recommendations regarding TA/DA by the Sub-committee will be considered by competent authority.

12.8.0 Modalities for promotions

(a) Cadre scheme for promotional avenues for those non-cadred underground/ opencast/surface & Piece-rated workers will be discussed and finalized in the Standardisation Committee.

(b) It was agreed in principle that the promotions policy will be framed in such a manner that in a span of 30 years service an employee will be given at least four promotions. The matter will be discussed in the Standardisation Committee for modalities.

12.9.0 It is agreed that all issues which are referred to or may be referred to Standardisation Committee will be finalized 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 1.7.2001 unless otherwise specified.

13.1.2 The Management 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 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 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-VII 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 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 .

Annexure -A (PREAMBLE)

Important decisions taken in the meeting with the representatives of central trade unions with Hon'ble Minister of Coal & Mines on 12th January, 2004 at Park Hotel, Kolkata

1. Coal Mines Nationalisation (Amendment) Bill, 2000 will not be moved in the Parliament without arriving at a consensus with trade unions.
2. All matters related to outsourcing of coal mines will be examined in detail by the Hon'ble Minister. Trade Union representatives may submit relevant details to the Hon'ble Minister for this purpose.
3. No mines will be closed in the ailing coal companies namely ECL, BCCL, CCL, NEC & Dankuni Coal Complex. Further, no worker will be retrenched and a revival package will be worked out most expeditiously.
4. The Ministry will take the issue of custom duties on imported coal with Ministry of Finance and will try to arrive at a more protective tariff barrier.
5. The Hon'ble Minister authorized payment of interim relief @ 15% of basic wages is subject to joint assurance from all the central trade unions that it will not resort to any strike over the issues discussed by the Hon'ble Minister in to-day's meeting for the present. This will be effective from 01st January, 2004.
6. The central trade unions assured the full co-operation with the management to increase efficiency and productivity.
7. A detailed discussion on related issues and unimplemented clauses of previous wage agreement will be held in Delhi before 21st January, 2004.

Sd/-
Dr. PK Mishra,
Secretary, Govt. of India,
Department of Coal.

Sd/-
Shashi Kumar
Chairman,
Coal India Limited.
12.1.04

Sd/-
Sri Rajendra Prasad Singh, INTUC, 12.1.04

Sd/-
Sri S.Q. Zama, INTUC, 12.1.04

Sd/-
Sri Sunil Sen, AITUC, 12.1.04

Sd/-
Sri Jayanta Podder, HMS, 12.1.04

Sd/-
Dr. BK Rai, BMS, 12.1.04

Sd/-
Dr. MK Pandhe, CITU, 12.1.04



**COAL INDIA LIMITED
"COAL BAHWAN"
10-NETAJI SUBHAS ROAD,
KOLKATA-700 001**

No.CIL/C-5B/JBCCI-VII/216

Dated: 14/15 January, 2004

The Chairman-cum-Managing Director, ECL, Sanctoria
The Chairman-cum-Managing Director, BCCL, Dhanbad
The Chairman-cum-Managing Director, CCL, Ranchi
The Chairman-cum-Managing Director, WCL, Nagpur
The Chairman-cum-Managing Director, SECL, Bilaspur
The Chairman-cum-Managing Director, NCL, Singrauli
The Chairman-cum-Managing Director, MCL, Sambalpur
The Chairman-cum-Managing Director, CMPDIL, Ranchi

**Sub: Grant of Interim Relief to the employees covered
Under National Coal Wage Agreement**

Dear Sir,

In the first meeting of the JBCCI-VII held on 12th January, 2004 between the representatives of five Central Trade Unions viz., INTUC/AITUC/HMS/BMS & CITU and the Management of CIL & its Subsidiaries and SCCL followed by the meeting taken by the Hon'ble Minister of Coal & Mines with the unions on the same day, the demand of the unions for payment of Interim Relief was discussed and it was decided to pay Interim Relief @ 15% of basic wages effective from 01.01.2004. In terms of the decision taken, 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 01.01.2004 or thereafter shall be paid Interim Relief @ 15% of basic wages as on 01.01.2004 or thereafter on pro-rata attendance basis. In the case of Piece Rated workers, the payment will be made on group wages & SPRA.
- (2) The payment of Interim Relief will commence from the month of January, '04 payable in February, '04
- (3) The amount of Interim Relief will be shown separately under a different head indicated as Interim Relief (I.R.) in the wage/salary sheet.
- (4) The Interim Relief will qualify for contribution towards CMPF/PF and 2% on account of employees' contribution towards CMPS'98, Gratuity and Leave benefit. No other allowance will be admissible on this account.

- (5) The payment of Interim Relief will be subject to adjustment against final wage revision under NCWA-VII.

Necessary action to implement the above decision may kindly be taken.

Yours faithfully,

Sd/-
(Md. Salim Uddin)
Director (P&IR)

Copy to:

1. Director(Fin)/Director(Marktg.)/Director(Tech.), CIL, Kolkata
2. Director(P)/Director(F), ECL/BCCL/CCL/WCL/SECL/MCL/NCL
3. Director(O), CMPDIL, Ranchi
4. Chief of Vigilance, CIL, Kolkata
5. Chief General Manager, NEC, Guwahati, Assam
6. Chief General Manager(F)/General Manager(F), CIL, Kolkata
7. General Manager(P), CIL, Kolkata
8. Executive Director, IICM, Kanke Road, Ranchi
9. General Manager, CIL, Ansal Bhawan, New Delhi
10. TS to Chairman, CIL, Kolkata
11. All Regional Sales Managers, CIL
12. Sr. PO(AW)/FM(Estt./Bill), CIL, Kolkata
13. All members/Alternate Members of JBCCI-VII

**Minutes of the meeting of Core Group of JBCCI-VII
on understanding between the Management & Trade Unions**

The Core Group constituted by JBCCI to facilitate an in-depth study and reach an understanding relating to various issues under negotiation for NCWA-VII, has so far held seven meetings wherein amongst other issues out of the Priority Common Minimum Demands jointly submitted by the CTUs, following understanding was arrived at :-

| Sl. No. | Item | Pre-revised rate under NCWA-VI | Revised rate under NCWA-VII |
|---------|---|---|---|
| 1. | Minimum Basic Wage (Category-I) | Rs.3300.00 p.m. | Rs.5550.00 p.m. (DA as on 01.07.2001 will be NIL) (The new revised minimum basic in various Cat/Grades, will be by giving 68.18% increase to the pre-revised basic at the initial.) |
| 2. | Special D.A. @ 1.795% of Basic wage. | Rs. 59.23 p.m. at the minimum. | Rs.99.62 p.m. at the minimum. |
| 3. | 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 01.07.1996 will be given a minimum guaranteed benefit of 12% of basic pay plus FDA as on 30.6.1996 and Rs.181.95 p.m. (Rs.414.53 p.m. which is inclusive of IR paid w.e.f. 1.7.1996). | All employees covered by this Agreement who were on the rolls of different units of Coal Companies as on 30th June,2001 and continued to be on the rolls on 01.07.2001 will be given a minimum guaranteed benefit of 15% of basic pay as on 30.06.2001 or Rs.1185/- per month whichever is higher. IR being paid shall be adjusted. |
| 4. | Annual increment | The rate of increment varied from Rs.50/- at the minimum of Cat.I to Rs.200/- at the maximum in T&S Gr.A1. | The rate of annual increment shall be fixed @ 2.5% of the initial of basic wage of each Category/ Grade and that @ 3% of the initial of basic wage for Excavation Special & Excv.A, DR Cat.VI & T&S Gr.A1, A, B & C. |
| 5. | Underground Allowance | @ 20% of (revised basic pay minus Rs.1800/-) & for Assam @ 25% of (revised basic pay minus Rs.1800/-). (Paid w.e.f. 1.7.99) | @ 10% of revised basic wage up to Rs.9000/- p.m. & @ 12.5% of revised basic wage of Rs.9001/- & above uniformly. (Payable w.e.f. 1.7.2004) |

| Sl. No. | Item | Pre-revised rate under NCWA-VI | Revised rate under NCWA-VII |
|---------|---|---|--|
| 6. | Washing Allowance | @ Rs.40/- p.m. to those who are provided with uniform and @ Rs.50/- p.m. to Nursing staff. (paid w.e.f. 1.7.99) | @ Rs.50/- p.m. to those who are provided with uniform and @ Rs.60/- p.m. to Nursing staff. (Payable w.e.f. 1.7.2004) |
| 7. | Transport subsidy | @ Rs.5/- per day (paid w.e.f. 1.7.99) | Rs.7/- per day (Payable w.e.f. 1.7.2004) |
| 8. | Addl. Transport Subsidy | @ Rs.7/- per day (paid w.e.f. 1.7.99) | Rs.10/- per day (Payable w.e.f. 1.7.2004) |
| 9. | Conveyance re-imburement | @ Rs.12/- per day (paid w.e.f. 1.1.2001) | Rs.15/- per day (Payable w.e.f. 1.1.2005) |
| 10. | Accumulation of EL/AL | 100 days | 120 days (Prospectively) |
| 11. | Accumulation of Sick Leave | 90 days | 100 days (Prospectively) |
| 12. | Casual Leave with pay | Existing provision as per Cl.7.4.1 to 7.4.6 of NCWA-II will continue to be operative | Existing provision as per Cl.7.4.1 to 7.4.6 of NCWA-II will continue to be operative. |
| 13. | National/Festival Holidays | Eight days as per existing provision to continue. | Eight days as per existing provision to continue. |
| 14. | House Rent Allowances | @ Rs.75/- p.m. to those who have not been provided with residential accommodation. (paid w.e.f. 1.7.1999) | @ Rs.100/- p.m. and other terms as per clause 8.1.2 of NCWA-VI will continue. (Payable w.e.f. 1.7.2004) |
| 15. | Life Cover Scheme | Rs.30,000/- | Rs.40,000/- (Prospectively) |
| 16. | Ex-gratia in case of death/permanent total disablement resulting on account of accident arising out of & in course of employment. | Rs.25,000/- | Rs.30,000/- (Prospectively) |
| 17. | Wage rates, work norms etc. for PR workers. | Commensurate increase | Commensurate increase will be given. |
| 18. | Other PR workers | Joint Committee at the Company Level will decide the work load & wages in respect of slurry/pond PR workers. | Joint Committee at the Company Level will decide the work load & wages in respect of slurry/pond PR workers. |

NOTE : If there are any discrepancies the matter will be reviewed.

However, Management reiterated their stand as under :-

- (1) Coverage of NCWA-VI I- the Agreement will be made applicable to BCCL & ECL after discussions and approval by the Govt. of India;
- (2) DA neutralisation - 100% neutralisation will be subject to approval of DPE.
- (3) Productivity will be increased by 20% & attendance as per norms will be ensured;
- (4) Attendance Bonus – @ 10% of basic wages will be paid subject to minimum attendance of 54 days in underground and 66 days on surface in a quarter;
- (5) Compassionate employment will be restricted to fatal mine accidents only;
- (6) Seven (7) days working with staggered rest day at normal wages will be introduced; and
- (7) The above will have to comply with the guidelines received from DPE vide letter dated 11.02.2004.

Regarding Sl.(1) & (2) above, the Trade Unions noted that they will sign the agreement after finalizing these. Regarding Sl.No.(3) above, the matter can be discussed in a special committee. Regarding Sl.No.(4) to (6) above, they reiterated their disagreement. They also, raised the following points for consideration :-

- (1) Creation of another higher Category above Cat.VI & Excavation Spl. Grade; and T&S Grade-A1.
- (2) Gratuity amount should be revised;
- (3) 25% of the average pensionable salary for the preceding 10 months as per CMPS'98 should be enhanced to 30%.
- (4) Welfare cess should re-introduced;
- (5) Medical treatment for retired employees;
- (6) To promote own your House Scheme through LIC/HUDCO etc.

The Management, however, indicated its inability to consider the above at this stage.

The unions stressed their demand to finalise NCWA-VII at the earliest preferably by 31st December, 2004.

Representing Unions

Sd/-
(Rajendra Pd. Singh)
MLA/President, INMF(INTUC)

Sd/-
(Ramendra Kumar)
President, IMWF/AITUC

Sd/-
(Dr. MK Pandhe)
President, AICWF (CITU)

Sd/
(S.Q. Zama)
Genl.Secretary, INMF(INTUC)

Sd/
(Nathu Lal Pandey)
Genl.Secretary, KMS(HMS)

Representing Management

Sd/
(Ashoke Mehta)
CMD/WCL

Sd/
(Md.Salim Uddin)
Director(P&IR)/CIL

Sd/-
(Abdul Kalam)
CMD/ECL

Sd/
(PS Bhattacharyya)
CMD/BCCL

Sd/
(Sriram Taranikanti)
Director
(P&A/W)/SCCL

Sd/
(D.P. Roy)
General Manager
(MP&IR)/CIL

Dated, Kolkata,
The 2nd December, 2004.

Revised Wage Structure (w.e.f. 1.7.2001)

Existing NCWA - VI
Pay Scales

Revised NCWA - VII
Pay Scales w.e.f 1.7.2001

A. DAILY RATED WORKERS

Category

| | | | | | | | | | | | |
|-----|------------|---|------|---|--------|--|------------|---|------|---|--------|
| I | Rs. 126.92 | - | 1.92 | - | 161.48 | | Rs. 213.46 | - | 5.34 | - | 309.58 |
| II | Rs. 129.79 | - | 2.21 | - | 169.57 | | Rs. 218.28 | - | 5.46 | - | 316.56 |
| III | Rs. 133.75 | - | 2.66 | - | 181.63 | | Rs. 224.94 | - | 5.62 | - | 326.10 |
| IV | Rs. 136.46 | - | 3.14 | - | 192.98 | | Rs. 229.50 | - | 5.74 | - | 332.82 |
| V | Rs. 142.13 | - | 3.73 | - | 209.27 | | Rs. 239.03 | - | 5.98 | - | 346.67 |
| VI | Rs. 148.34 | - | 4.77 | - | 234.20 | | Rs. 249.48 | - | 7.48 | - | 384.12 |

B. EXCAVATION

| | | | | | | | | | | | |
|------|------------|---|------|---|--------|--|------------|---|------|---|--------|
| Spl. | Rs. 174.88 | - | 6.92 | - | 299.44 | | Rs. 294.11 | - | 8.82 | - | 452.87 |
| A | Rs. 166.40 | - | 6.51 | - | 283.58 | | Rs. 279.85 | - | 8.40 | - | 431.05 |
| B | Rs. 156.75 | - | 5.95 | - | 263.85 | | Rs. 263.62 | - | 7.91 | - | 406.00 |
| C | Rs. 150.09 | - | 5.13 | - | 242.43 | | Rs. 252.42 | - | 7.57 | - | 388.68 |
| D | Rs. 144.85 | - | 4.09 | - | 218.47 | | Rs. 243.61 | - | 6.09 | - | 353.23 |
| E | Rs. 135.40 | - | 2.81 | - | 185.98 | | Rs. 227.72 | - | 5.69 | - | 330.14 |

C. MONTHLY RATED

Grade

| | | | | | | | | | | | | | | | |
|----|----------|---|-----|---|------|---|-----------|---|------|---|----------|---|-----|---|-------|
| A1 | Rs. 6000 | - | 200 | - | 8400 | | Rs. 10091 | - | 303 | - | 13727 | | | | |
| A | Rs. 4652 | - | 171 | - | 6362 | - | 180 | - | 7802 | | Rs. 7824 | - | 235 | - | 12054 |
| B | Rs. 4317 | - | 155 | - | 5557 | - | 170 | - | 7257 | | Rs. 7260 | - | 218 | - | 11184 |
| C | Rs. 3998 | - | 135 | - | 5078 | - | 145 | - | 6528 | | Rs. 6724 | - | 202 | - | 10360 |
| D | Rs. 3698 | - | 110 | - | 4578 | - | 130 | - | 5878 | | Rs. 6219 | - | 155 | - | 9009 |
| E | Rs. 3545 | - | 87 | - | 5111 | | Rs. 5962 | - | 149 | - | 8644 | | | | |
| F | Rs. 3506 | - | 75 | - | 4856 | | Rs. 5896 | - | 147 | - | 8542 | | | | |
| G | Rs. 3457 | - | 67 | - | 4663 | | Rs. 5814 | - | 145 | - | 8424 | | | | |
| H | Rs. 3384 | - | 60 | - | 4464 | | Rs. 5691 | - | 142 | - | 8247 | | | | |

D. CLERICAL GRADE

| | | | | | | | | | | | | | | | |
|------|----------|---|-----|---|------|---|----------|---|------|---|----------|---|-----|---|-------|
| Spl. | Rs. 4317 | - | 155 | - | 5557 | - | 170 | - | 7257 | | Rs. 7260 | - | 218 | - | 11184 |
| I | Rs. 3998 | - | 135 | - | 5078 | - | 145 | - | 6528 | | Rs. 6724 | - | 202 | - | 10360 |
| II | Rs. 3698 | - | 110 | - | 4578 | - | 130 | - | 5878 | | Rs. 6219 | - | 155 | - | 9009 |
| III | Rs. 3545 | - | 87 | - | 5111 | | Rs. 5962 | - | 149 | - | 8644 | | | | |

Pay Scales for Assam (North East) Coalfields

Existing NCWA - VI

Revised NCWA - VII

Pay Scales

Pay Scales w.e.f 1.7.2001

A. DAILY RATED WORKERS

Category

| | | |
|-----|----------------------------|----------------------------|
| I | Rs. 145.96 - 2.21 - 185.74 | Rs. 245.48 - 6.14 - 356.00 |
| II | Rs. 149.26 - 2.54 - 194.98 | Rs. 251.03 - 6.28 - 364.07 |
| III | Rs. 153.81 - 3.06 - 208.89 | Rs. 258.68 - 6.47 - 375.14 |
| IV | Rs. 156.93 - 3.61 - 221.91 | Rs. 263.92 - 6.60 - 382.72 |
| V | Rs. 163.45 - 4.29 - 240.67 | Rs. 274.89 - 6.87 - 398.55 |
| VI | Rs. 170.59 - 5.49 - 269.41 | Rs. 286.90 - 8.61 - 441.88 |

B. EXCAVATION

| | | |
|------|----------------------------|-----------------------------|
| Spl. | Rs. 201.11 - 7.96 - 344.39 | Rs. 338.23 - 10.15 - 520.93 |
| A | Rs. 191.36 - 7.49 - 326.18 | Rs. 321.83 - 9.65 - 495.53 |
| B | Rs. 180.26 - 6.84 - 303.38 | Rs. 303.16 - 9.09 - 466.78 |
| C | Rs. 172.60 - 5.90 - 278.80 | Rs. 290.28 - 8.71 - 447.06 |
| D | Rs. 166.58 - 4.70 - 251.18 | Rs. 280.15 - 7.00 - 406.15 |
| E | Rs. 155.71 - 3.23 - 213.85 | Rs. 261.87 - 6.55 - 379.77 |

C. MONTHLY RATED

Grade

| | | |
|----|------------------------------------|-------------------------|
| A1 | Rs. 6900 - 230 - 9660 | Rs. 11604 - 348 - 15780 |
| A | Rs. 5350 - 197 - 7320 - 207 - 8976 | Rs. 8998 - 270 - 13858 |
| B | Rs. 4965 - 178 - 6389 - 196 - 8349 | Rs. 8350 - 251 - 12868 |
| C | Rs. 4598 - 155 - 5838 - 167 - 7508 | Rs. 7733 - 232 - 11909 |
| D | Rs. 4253 - 127 - 5269 - 150 - 6769 | Rs. 7153 - 179 - 10375 |
| E | Rs. 4077 - 100 - 5877 | Rs. 6857 - 171 - 9935 |
| F | Rs. 4032 - 86 - 5580 | Rs. 6781 - 170 - 9841 |
| G | Rs. 3976 - 77 - 5362 | Rs. 6687 - 167 - 9693 |
| H | Rs. 3892 - 69 - 5134 | Rs. 6546 - 164 - 9498 |

D. CLERICAL GRADE

| | | |
|------|------------------------------------|------------------------|
| Spl. | Rs. 4965 - 178 - 6389 - 196 - 8349 | Rs. 8350 - 251 - 12868 |
| I | Rs. 4598 - 155 - 5838 - 167 - 7508 | Rs. 7733 - 232 - 11909 |
| II | Rs. 4253 - 127 - 5269 - 150 - 6769 | Rs. 7153 - 179 - 10375 |
| III | Rs. 4077 - 100 - 5877 | Rs. 6857 - 171 - 9935 |

Illustration of Fitment in Revised Scale

Example - One

| NCWA -VI Cat - I (Rs.126.92 - 1.92 -161.48) Daily | As on 30.06.2001 | NCWA - VII Cat - I (Rs.213.46 - 5.34 -309.58) | As on 01.07.2001 |
|--|---------------------|---|---------------------|
| Basic Wage | 126.92 | Basic Wage | 213.46 |
| Attance Bonus | 12.69 | Attance Bonus | 21.34 |
| Special D.A | 2.28 | Special D.A | 3.83 |
| Variable D.A | 51.15 | Variable D.A | |
| TOTAL | 193.04 | TOTAL | 238.63 |
| Fittment Benefit including I.R | 45.59 | | |
| TOTAL | 238.63 | | |

Example - Two

| NCWA -VI Tech.& Sup.Gr. - A1 (Rs.6000 - 200 -8400) Monthly | As on 30.06.2001 | NCWA - VII Tech.& Sup.Gr. - A1 (Rs.10091 -303 -13727) | As on 01.07.2001 |
|---|---------------------|---|---------------------|
| Basic Wage | 8400.00 | Basic Wage | 12212.00 |
| Attance Bonus | 840.00 | Attance Bonus | 1221.20 |
| Special D.A | 150.78 | Special D.A | 219.21 |
| Variable D.A | 2640.00 | Variable D.A | |
| TOTAL | 12030.78 | TOTAL | 13652.41 |
| Fittment Benefit including I.R | 1560.00 | | |
| TOTAL | 13590.78 | | |

Example - Three

| NCWA -VI Excavation Spl. (Rs.174.88 - 6.92 -299.44) Daily | As on 30.06.2001 | NCWA - VII Excavation Spl. (Rs.294.11 - 8.82 -452.87) | As on 01.07.2001 |
|--|---------------------|---|---------------------|
| Basic Wage | 174.88 | Basic Wage | 294.11 |
| Attance Bonus | 17.49 | Attance Bonus | 29.41 |
| Special D.A | 3.14 | Special D.A | 5.28 |
| Variable D.A | 70.48 | Variable D.A | |
| TOTAL | 265.99 | TOTAL | 328.80 |
| Fittment Benefit including I.R | 45.59 | | |
| TOTAL | 311.58 | | |

Illustration of Fitment in Revised Scale (Contd.)

Example - Four

| NCWA -VI Tech.& Sup.Gr. - A1 (Rs.6000 - 200 -8400) | As on 30.06.2001 | NCWA - VII Tech.& Sup.Gr. - A1 (Rs.10091 -303 -13727) | As on 01.07.2001 |
|---|---------------------|--|---------------------|
| Monthly | | | |
| Basic Wage | 6000.00 | Basic Wage | 10091.00 |
| Attance Bonus | 600.00 | Attance Bonus | 1009.10 |
| Special D.A | 107.70 | Special D.A | 181.13 |
| Variable D.A | 2418.00 | Variable D.A | |
| TOTAL | 9125.70 | TOTAL | 11281.23 |
| Fitment Benefit including I.R | 1200.00 | | |
| TOTAL | 10325.70 | | |

Example - Five

| NCWA -VI Tech.& Sup.Gr. - A1 (Rs.6000 - 200 -8400) | As on 30.06.2001 | NCWA - VII Tech.& Sup.Gr. - A1 (Rs.10091 -303 -13727) | As on 01.07.2001 |
|---|---------------------|--|---------------------|
| Monthly | | | |
| Basic Wage | 7200.00 | Basic Wage | 11000.00 |
| Attance Bonus | 720.00 | Attance Bonus | 1100.00 |
| Special D.A | 129.24 | Special D.A | 197.45 |
| Variable D.A | 2640.00 | Variable D.A | |
| TOTAL | 10689.24 | TOTAL | 12297.45 |
| Fitment Benefit including I.R | 1380.00 | | |
| TOTAL | 12069.24 | | |

**Annexure - VDA
(Vide Clause 2.6.0)**

| From | Period To | AICPI Index (1960=100) | Rates of VDA (% of basic) (Base = 2191) |
|-------------|----------------------|---------------------------------------|--|
| 01.07.2001 | 31.08.2001 | 2191 | 0.0 |
| 01.09.2001 | 30.11.2001 | 2228 | 1.7 |
| 01.12.2001 | 28.02.2002 | 2291 | 4.6 |
| 01.03.2002 | 31.05.2002 | 2315 | 5.7 |
| 01.06.2002 | 31.08.2002 | 2302 | 5.1 |
| 01.09.2002 | 30.11.2002 | 2329 | 6.3 |
| 01.12.2002 | 28.02.2003 | 2383 | 8.8 |
| 01.03.2003 | 31.05.2003 | 2399 | 9.5 |
| 01.06.2003 | 31.08.2003 | 2389 | 9.0 |
| 01.09.2003 | 30.11.2003 | 2439 | 11.3 |
| 01.12.2003 | 28.02.2004 | 2463 | 12.4 |
| 01.03.2004 | 31.05.2004 | 2480 | 13.2 |
| 01.06.2004 | 31.08.2004 | 2485 | 13.4 |
| 01.09.2004 | 30.11.2004 | 2504 | 14.3 |
| 01.12.2004 | 28.02.2005 | 2567 | 17.2 |
| 01.03.2005 | 31.05.2005 | 2583 | 17.9 |
| 01.06.2005 | 31.08.2005 | 2590 | 18.2 |

Revised Basic Wage Rates for Piece Rated Workers

| Group | NCWA - VI Rates | | Revised NCWA-VII Rates (w.e.f. 1st July, 2001) | |
|-------------|-----------------|--------------------------|---|--------------------------|
| | Rate (Rs.) | Fall Back Wages (Rs.) | Rate (Rs.) | Fall Back Wages (Rs.) |
| I. | 127.63 | 126.92 | 214.65 | 213.46 |
| II. | 130.37 | 128.72 | 219.26 | 216.48 |
| III. | 133.37 | 130.93 | 224.97 | 220.20 |
| IV. | 134.43 | 134.43 | 226.08 | 226.08 |
| V. | 139.14 | 139.14 | 234.01 | 234.01 |
| VA. | 139.82 | 139.82 | 235.15 | 235.15 |
| PR Trammers | 139.14 | 139.14 | 234.01 | 234.01 |

Workload Rates of Wages of PR Workers of North East

| Name of work (In Cft.) | Workload Wage rate (Rs.) | Daily Basic Cft. (Rs.) | Rate per |
|---|-----------------------------|---------------------------|----------|
| A. Baragolai, Tipping & Ledo | | | |
| 1. Solid Cutting (Coal) | 24 Cft | 254.98 | 10.62 |
| 2. Side Cutting (Coal) | 36 Cft | 254.98 | 7.08 |
| 3. Stone Cutting | | | |
| i) Manual | 14 Cft | 254.98 | 18.21 |
| ii) With Drilling and Blasting | 22 Cft | 254.98 | 11.59 |
| B Fall Back Wages | | | |
| When employed on Hazree | | 254.98 | |
| | | 263.94 | |
| C. SPRA will be @ Rs.5 .74 per day | | | |
| D. Jeypore/Drill Collieries | | | |
| i) Composite works as agreed to in the earlier agreements. | 36 Cft | 258.24 | 7.17 |
| ii) Fall back wages | | 258.24 | |
| When employed on Hazree | | 263.94 | |
| iii) SPRA will be @ Rs.5.74 per day. | | | |

Lead, Lift & Tub Pushing for Miners and Loaders

| | NCWA – VI Rates (per tub of 40.5 cft OR 1.15 cu.m) (Rs.) | Revised NCWA – VII 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. | 1.71 | 2.48 |
| 101 to 150 ft | 5.12 | 7.42 |
| 151 to 200 ft | 8.53 | 12.37 |
| 201 to 250 ft | 12.17 | 17.65 |
| For every addl. 50 ft. beyond 250 ft | 5.28 | 7.66 |
| 2. Lift for Miners & Loaders | | |
| 0 to 10 ft. | NIL | NIL |
| 11 to 15 ft. | 1.71 | 2.48 |
| 16 to 20 ft. | 3.21 | 4.65 |
| 21 to 25 ft. | 5.12 | 7.42 |
| For every addl. 5 ft. above 25 ft. | 3.41 | 4.94 |
| 3. Tub Pushing | | |
| For every 110 ft. or part thereof in Excess of the first 100 ft. | 0.62 | 0.89 |

Lead & Lift for Overburden Removal Workers

| | NCWA – VI Rates (Rs.per 1000 Cft) | Revised NCWA – VII 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. | 48.30 | 67.62 |
| 2. Lift | | |
| First 10 ft. | NIL | NIL |
| For every 5 ft. or part of 5 ft over the first 10 ft | 24.15 | 33.81 |

Lead & Lift Rate for Piece Rated Workers Other than Miners & Loaders

| | NCWA – VI Rates (Rs.per 1000 Cft) | Revised NCWA – VII Rates (Rs.per 1000 Cft.) |
|--|--------------------------------------|--|
| 1. Lead For every 50 ft. or part of 50 ft. over the first 100 ft. | 3.16 | 5.18 |
| 2. Lift For every 5 ft. or part of 5 ft over the first 10 ft | 0.95 | 1.31 |

Grouping & Workload for Piece Rated Worker

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

| Group-I | Workload |
|--|--|
| 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


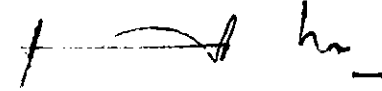
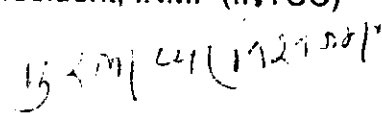

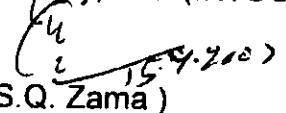
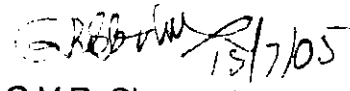
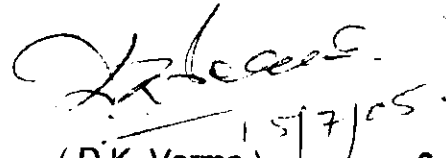
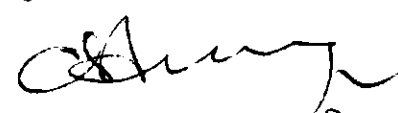

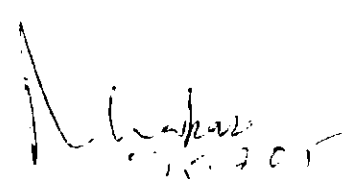

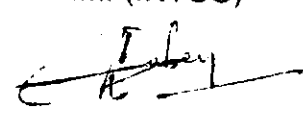
- | | |
|--|---|
| 1. Main Driver (This workload applies to drivage of mains in level and rise galleries For Drivage in Dip direction an extra payment of not less than 100% of the rate is to be paid) | Size of the main 38 width x 58 height should be 1.5 running ft. per shift per head |
| 2. Dyke cutter | 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. |

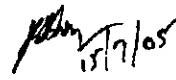
Group-VA

- | | |
|--|-----------------------------|
| 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 Drill Coal Miners | Unit level 61 cft. |

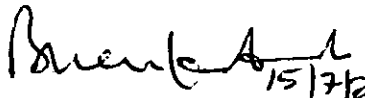
Note: There will be no difference between development and depillaring area.

Signed at New Delhi on 15.07.2005

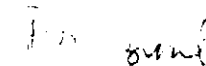
| <u>Sl.No.</u> | <u>Representing Management</u> | <u>Sl.No.</u> | <u>Representing Workmen</u> |
|---------------|---|---------------|---|
| 1. |  (Shashi Kumar) Chairman Coal India Limited | 1. |  (Rajendra Prasad Singh) President, INMF (INTUC) |
| | | Alternate: |  (M.D. Viswakarma) Jt.Genl.Secretary,INMF(INTUC) |
| 2. |  (Md. Salim Uddin) Director(P&IR), Coal India Limited | 2. |  (S.Q. Zama) Genl.Secretary,INMF(INTUC) |
| | | Alternate: |  (G.V.R. Sharma) INMF(INTUC) |
| 3. |  (D.K. Verma) Director(Finance) Coal India Limited | 3. |  (C.S. Dubey) M.P. INMF(INTUC) |
| | | Alternate: |  (K.N. Trivedi) INMF(INTUC) |
| 4. |  (M.K. Thapar) Chairman-cum-Managing Director, SECL | 4. |  (Provat Goswami) INMF(INTUC) |
| | | Alternate: |  (Lalan Choubey) INMF(INTUC) |


15/7/05
(P.S. Bhattacharyya)
Chairman-cum-Managing
Director, BCCL

5.



15/7/2005
(B. Venkat Rao)
INMF(INTUC)

Alternate:

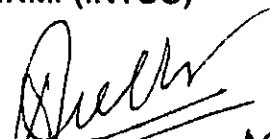

(D.K. Jaiswal)
INMF(INTUC)


15/7/05
(G.S. Chugh)
Chairman-cum-Managing
Director, WCL


6.


(O.P. Lal)
INMF(INTUC)

Alternate:


15/7
(A.K. Mukherjee)
INMF(INTUC)


7.


15.7.05
(R.P. Ritolia)
Chairman-cum-Managing
Director, CCL

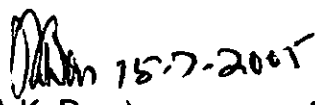
7.


15/7
(Ramendra Kumar)
Genl. Secretary, IMWF(AITUC)

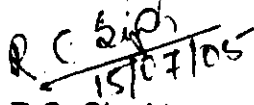
Alternate:


15/7/05
(Mohan Jha)
Secretary, IMWF(AITUC)

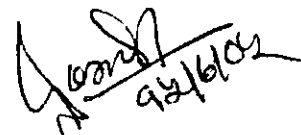
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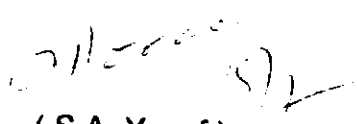

15.7.2005
(A.K. Das)
Director (Finance)
NCL

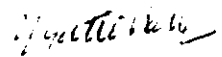
8.


15/7/05
(R.C. Singh)
Jt. Genl. Secretary, IMWF(AITUC)


Alternate:



15/7/05
(Krishna Modi)
Vice-President, IMWF(AITUC)

9. 
(S.A. Yusuf)
Director(Personnel)
WCL


9. 
(Y. Gattiah)
Working President, IMWF(AITUC)

Alternate:

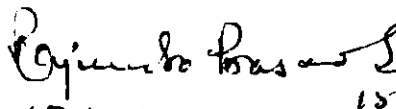

(Ashoke Kumar Dubey) 15/7/05
Secretary, IMWF(AITUC)

10. 
(Ajay Kumar) 15/7/05
Director(Personnel)
CCL

10.

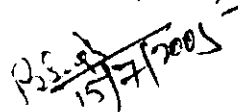

(Jayanta Podder) 15/7/05
President, HKMF (HMS)

Alternate:



(Rajendra Prasad Singh) 15/7/05
President, OCMLF(HMS)


11. (G.D. Gulab)
Director(Personnel),
MCL

11.

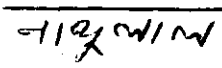

(Bachha Singh)
President, JMS(HMS)

Alternate:

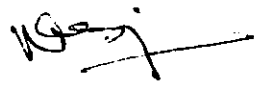

(Nageswar),
Secretary, CMU(HMS)

12. 
(K.K. Srivastava) 15/7/05
Director(Personnel),
SECL

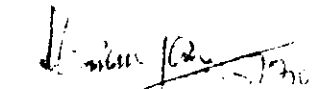
12.


(Nathulal Pandey)
Genl. Secretary, MPKMS(HMS)

Alternate:


(Reyaz Ahmad)
Genl. Secretary, SM&EWU(HMS)

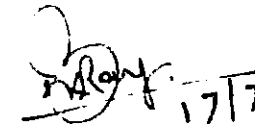
B.13


(M Subramanyam)
Director(PA&W)
SCCL

13.

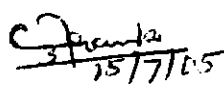

(Dr. Basanta Kumar Rai)
Secretary, BMS

Alternate

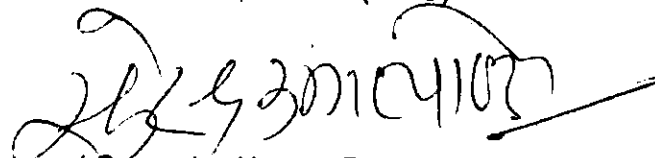

(B.K. Rai)
Gen Secretary, ABKMS(BMS)

14 Representative, IISCO

14.


(C.B. Frank)
President,ABKMS(BMS)

Alternate

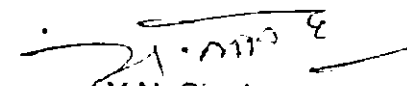

(Surendra Kumar Pandey)
Genl.Secretary,BKKMS (BMS)

15 Representative, TISCO

15


(Kamlesh Sahai)
Vice President,ABKMS(BMS)

Alternate

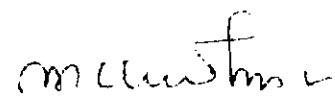

(Y.N. Singh)
Genl.Secretary,BKKMS((BMS)

16 Representative, ICML

16.


(Dr. M.K. Pandhe)
President,AICWF (CITU)

Alternate


(Mihir Choudhury)
Genl.Secretary,NCOEQ(CITU)

17 Representative, BECML

17.

Alternate

(S.K. Bakshi)
Genl.Secretary, BCKU (C)

(Bijay Bahadur Roy)
President, LJCMMU (CITU)

18. Representative, JSPL

18.

Alternate

(Safal Sinha)
CMSI (CITU)

(M. Saibabu)
Genl.Secretary, SCEU(CITU)

SPECIAL INVITEE

1. (D. Chakrabarty)
Chairman-Managing Director, ECL

3. (A Chattopadhyay)
Director(Personnel), ECL

2. (D C Garg)
Director(Personnel), BCCL

JBCCI SECRETARIAT :

1. (D.P. Roy)
General Manager(MP&IR)
Coal India Limited

2. (B Mazumdar)
Finance Manager
Coal India Limited

3. (Md. Yusuf Anwar)
OSD, JBCCI/CIL