



Memorandum
Of
Agreement

NATIONAL COAL WAGE AGREEMENT-VIII

Joint Bipartite Committee For The Coal Industry

New Delhi
Dated: 24th January, 2009

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JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY
COAL INDIA LIMITED
10, NETAJI SUBHAS ROAD,
KOLKATA-700 001

No.CIL/C-5B/JBCCI-VIII/01

Dated: 18th/21st May, 2007

Sub: Constitution of Joint Bipartite Committee for the Coal
Industry for negotiating National Coal Wage Agreement-VIII.

In terms of letter No.55011-01-2006-PRIW dated 28th February, 2007 and 55011-01-2006-PRIW dated 14.5.2007 of Director, Govt. of India, Ministry of Coal, New Delhi, the **Joint Bipartite Committee for the Coal Industry** is hereby constituted to negotiate **National Coal Wage Agreement-VIII** in accordance with the DPE's guidelines, with the following representatives from the Management of Coal Companies and five Central Trade Unions.

REPRESENTATING MANAGEMENT

1) Chairman, CIL	Chairman(Ex-officio)
2) Director(Pers.&IR), CIL	Member Secretary
3) Director(F), CIL, Kolkata	Member
4) Chairman-cum-Managing Director, NCL	Member
5) Chairman-cum-Managing Director, CCL	Member
6) Chairman-cum-Managing Director, BCCL	Member
7) Chairman-cum-Managing Director, WCL	Member
8) Director(P), MCL	Member
9) Director(P), SECL	Member
10) Director(F), CCL	Member
11) Director(F), ECL	Member
12) To be nominated by CIL	Member
13) Singareni Collieries Co. Ltd.	Member
14) TISCO	Member
15) Integrated Coal Mining Ltd.(ICML)	Member
16) Bengal EMTA Coal Mining Pvt.Ltd.(BECML)	Member
17) Jindal Steel & Power Ltd. (JSPL)	Member
18) Other Private Coal Mining Co.(If any)	Member

Total

18

Chief General Manager(MP&IR), CIL, Kolkata to act as Co-ordinator

REPRESENTING MANAGEMENT

- | | | |
|-----|---|----------------------|
| 1. | Shri Partha S. Bhattacharyya, Chairman, CIL | Chairman(Ex-Officio) |
| 2. | Shri R. Mohan Das, Director(P&IR), CIL | Member Secretary |
| 3. | Shri S. Bhattacharyay, Director(Fin.), CIL | Member |
| 4. | Shri DC Garg, CMD, WCL | Member |
| 5. | Shri RK Saha, CMD, CCL | Member |
| 6. | Shri VK Singh, CMD, NCL | Member |
| 7. | Shri TK Lahiry, CMD, BCCL | Member |
| 8. | Shri GD Gulab, Director(P), MCL | Member |
| 9. | Dr.AK Sarkar, Director(Fin.), CCL | Member |
| 10. | Shri AK Sinha, Director(Fin.), ECL | Member |
| 11. | Shri RS Singh, Director(P), SECL | Member |
| 12. | Shri S. Narsing Rao, IAS, CMD, SCCL | Member |
| 13. | Shri L. Shashidhar, IAS, Director(PA&W), SCCL | Member |
| 14. | Shri AK Verma, CGM(MP&IR), CIL | Co-ordinator |

REPRESENTING WORKMEN

Sl. No. Name of the Members

INDIAN NATIONAL MINeworkERS' FEDERATION (INTUC)

1.	Dr. G. Sanjeeva Reddy, MP	Member
2.	Shri Rajendra Prasad Singh	Member
3.	Shri SQ Zama	Member
4.	Shri CS Dubey, MP	Member
5.	Shri B. Venkat Rao	Member
6.	Shri OP Lal	Member

1.	Shri Chhotelal Verma,	Alternate Member
2.	Shri MD Vishwakarma,	Alternate Member
3.	Shri GVR Sarma,	Alternate Member
4.	Shri Sukumar Bandopadhyay	Alternate Member
5.	Shri Lallan Choubey	Alternate Member
6.	Shri AK Jha	Alternate Member

INDIAN MINE WORKERS FEDERATION (AITUC)

1.	Shri Ramendra Kumar	Member
2.	Shri Manohar Deshkar	Member
3.	Shri V Seetharamaiah	Member

1.	Shri RC Singh	Alternate Member
2.	Shri Lakhanlal Mahto	Alternate Member
3.	Shri Ashok Kumar Dubey	Alternate Member

HIND KHANDAN MAZDOOR FEDERATION (HMS)

1.	Shri Jayanta Podder	Member
2.	Shri Rajendro Prasad Singha	Member
3.	Shri Nathulal Pandey	Member

1.	Shri Riaz Ahmed	Alternate Member
2.	Shri Rajesh Kumar Singh	Alternate Member
3.	Shri, Sanjeev Singh	Alternate Member

AKHIL BHARTIYA KHADAN MAZDOOR SANGH (BMS)

- | | |
|-------------------------------|--------|
| 1. Shri Uday Patwardhan | Member |
| 2. Shri C.B. Frank | Member |
| 3. Shri Surendra Kumar Pandey | Member |

- | | |
|-------------------------|------------------|
| 1. Shri A Srinivas Rao | Alternate Member |
| 2. Shri Mubarak Hussain | Alternate Member |
| 3. Shri YN Singh, | Alternate Member |

ALL INDIA COAL WORKERS' FEDERATION (CITU)

- | | |
|---------------------|--------|
| 1. Dr. MK Pandhe | Member |
| 2. Shri SK Bakshi | Member |
| 3. Shri Safal Sinha | Member |

- | | |
|---------------------------|------------------|
| 1. Shri Kameshwar Singh | Alternate Member |
| 2. Shri Bijay Bahadur Roy | Alternate Member |
| 3. Shri B. Bixmaiah | Alternate Member |

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

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

Distribution:

All Members & Alternate Members of JBCCI-VIII

- **Shri Sanjeev Singh of HMS was substituted by Shri Ramdheer Singh vide letter no. HMS/DEL/23/2009 dated : 1.6.2009.**

NATIONAL COAL WAGE AGREEMENT-VIII

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	TENURE
NCWA-I	01.01.1975 to 31.12.1978	11.12.1974	4 Yrs.
NCWA-II	01.01.1979 to 31.12.1982	11.08.1979	4 Yrs.
NCWA-III	01.01.1983 to 31.12.1986	11.11.1983	4 Yrs.
NCWA-IV	01.01.1987 to 30.06.1991	27.07.1989	4 ½ Yrs
NCWA-V	01.07.1991 to 30.06.1996	19.01.1996	5 Yrs.
NCWA-VI	01.07.1996 to 30.06.2001	23.12.2000	5 Yrs.
NCWA-VII	01.07.2001 to 30.06.2006	15.07.2005	5 Yrs.

0.2 As the operation of the National Coal Wage Agreement-VII was upto 30th June, 2006, Joint Bipartite Committee for the Coal Industry (JBCCI-VIII) was reconstituted on 18th/21st May, 2007 in terms of letter No. No.55011-01-2006-PRIW dated 28th February, 2007 and 55011-01-2006-PRIW dated 14.5.2007 from the Govt. of India, Ministry of Coal, New Delhi. Further, the deliberations continued in JBCCI to facilitate an amicable settlement on wage structure, fringe benefits & allowances etc. The composition of the reconstituted JBCCI to negotiate and arrive at NCWA-VIII 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. Integrated Coal Mining Ltd. (ICML)	01
5. Bengal EMTA Coal Mining Pvt. Ltd. (BECML)	01
6. Jindal Steel & Power Ltd. (JSPL)	01
7. Any other Private Coal Companies (If any)	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 TU representatives were integrated. While the matter was under discussion, the TU representatives of JBCCI VIII pressed for payment of interim relief to the workmen due to delay in finalizing the agreement and in the meeting of JBCCI VIII held on 9.4.2008 at Kolkata, it was agreed to pay an interim relief @ 15% of Basic wages as on 30.6.2006 with effect from 01.07.2006 and in terms of the decision taken, order issued on the subject as at “Annexure-A”.
- 0.4 Subsequently in the 7th meeting of JBCCI-VIII held on 26th – 27th December, 2008 it was agreed that the tenure of NCWA-VIII would be for a period of five years with 100% D.A. neutralization w.e.f. 1.7.2006 and the record note of discussion jointly signed is at “Annexure-A1”. The MoU with respect to Minimum Guaranteed Benefit of 24% on total emoluments (Basic+ VDA+SDA+Attendance Bonus) is at “Annexure-B.”
- 0.5 In pursuance of the decision taken in the 8th meeting of JBCCI-VIII held from 2-4 January, 2009 a sub-committee of JBCCI-VIII consisting of the following representatives of Management as well as Trade unions was constituted to deliberate and finalize the issues relating to various allowances and other allied matters except those already discussed and decided by JBCCI in its meetings. The said sub-committee met at Kolkata on 13-15th January, 2009 and finalized most of the issues.

Management Representatives

Shri R.Mohan Das, Director(P&IR), CIL
Shri V.K. Singh, CMD, NCL
Shri T.K. Lahiry, CMD, BCCL
Shri G.D. Gulab, Director(P), MCL
Shri A.K. Sinha, Director(F), ECL
Shri O.P. Miglani, Director(P), WCL
Shri C. Mallaiiah Pantulu, Dy.GM, SCCL
(Vice-Shri L. Sashidhar, Director(P&A), SCCL)
Shri AK Verma, CGM(MP&IR), CIL-Coordinator

Trade Union Representatives

Shri Rajendra Prasad Singh, INTUC
Shri S.Q. Zama, INTUC
Shri Ramendra Kumar, AITUC
Shri Jayanta Podder, HMS
Shri Surendra Kr. Pandey, BMS
Dr. M.K. Pandhe, CITU

- 0.6** After prolonged negotiations on 23 – 24 January, 2009, both 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-VIII (hereinafter shall be referred to as NCWA-VIII) and will be effective from 1.7.2006 to 30.6.2011.

1.2 This Agreement shall cover all categories of employees in the Coal Industry who were covered under National Coal Wage Agreements – I to VII 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 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) (hereinafter called Index Number) adjustable quarterly depending on variation in Consumer Price Index number above 2716.

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.9,346.06 per month or Rs.359.46 per day at the All India Average Consumer Price Index Number for Industrial workers (Base 1960 = 100) at 2716. This amount includes the minimum guaranteed benefit of Rs.1808.79 per month or Rs.69.57 per day inclusive of Interim Relief.

2.2.2 The break up of the minimum wage of Rs.9346.06 per month or Rs.359.46 per day as on 1st July, 2006 linked to AICPI No.2716 will be as indicated below:

		Per day (Rs.)		Per Month (Rs.)	
		Pre-revised	Revised	Pre-revised	Revised
a.	Basic Wage/Pay	213.46	321.54	5550.00	8360.00
b.	Attendance Bonus @ 10% of basic wage	21.34	32.15	555.00	836.00
c.	Special DA	3.83	5.77	99.62	150.06
d.	Variable DA	51.23	Nil	1332.00	Nil
Total		289.86		7536.62	
Minimum Guaranteed Benefit inclusive of Interim Relief		69.57		1808.79	
Total:		359.43	359.46	9345.41	9346.06*

- 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 2716 as on 1.7.2006, 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.

2.4.2 As computed, fringe benefits on Attendance Bonus are being paid as Special Dearness Allowance (SDA) 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.8360/- as computed would be Rs.150.06. 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 Neutralization for all the employees irrespective of their basic pay. The rate of VDA payable w.e.f. 1.7.2006 is tabulated under **Annexure – VDA**. The Variable Dearness Allowance at AICPI 2716 (Base 1960 = 100) shall be “NIL” as on 1.7.2006. 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.

2.7.0 Minimum Guaranteed Benefit.

All employees covered by this agreement who were on the rolls of different units/establishments of Coal Companies as on 30th June, 2006 and continued to be on the rolls on 1.7.2006 will be given a minimum guaranteed benefit @ 24% of emoluments (Basic + DA + SDA + Attendance Bonus) as on 30.06.2006. Interim Relief being paid shall be adjusted.

2.8.0 Fitment of Time Rated & Monthly Rated employees.

2.8.1 The existing total emoluments of an employee, as on 30.6.2006 comprising of Basic wage, VDA, Special DA, Attendance Bonus and MGB @ 24% of emoluments, will be added together and amount so arrived at will be divided into Basic Wage, Attendance Bonus (@ 10% of basic pay) and Special DA (@ 17.95% of Attendance Bonus).

2.8.2 A few illustrations of fitment of employees on revision 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 & VII viz. 1st of March and 1st of September each year.

2.9.2 The employees who have joined Coal Companies on or after 1.7.2006 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-VII including interim relief/increment etc. drawn from 1st July, 2006 would be adjusted from the amount that have become due in terms of the revised wages.

2.10.0 Rate of Increment

Rate of increment shall be fixed @ 3% of basic wage of each category/grade on progressive basis.

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) 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 Instruction No.69 dated 8th October, 1986 (vide Booklet on Nomenclature, Job description and Categorization 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 Group wages for Piece-Rated Miners and Loaders in Madhya Pradesh and Maharashtra Coalfields.

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

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

	<u>For workload of 100 cft.</u>	<u>For workload of 118 cft.</u>
Existing rate	Rs.290.33	Rs.342.57
Revised rate w.e.f. 1.7.2006	Rs.437.29	Rs.515.99

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 on full work norms.

- 3.5.2 There will be daily review of earnings of Piece-rated workers to ensure payment of fall back wage which will be inclusive of lead and lift, but not tub pushing allowance. The Fall Back wage 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 wage is, however, payable if a worker fails to fulfill the work norms due to his fault.
- 3.5.3 The case where Fall Back Wage 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 Piece-Rated Trammers

- 3.7.1 In case of revision of unit rate of trammers effective from 1st July, 2006 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 earnings is not less than corresponding pay of Cat-III i.e. Rs.414.98 (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 and special DA so as to give them a minimum benefit of 24% of total emoluments as on 30.06.2006 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 2006 to 30th June, 2006 will be taken into consideration. IR being paid shall be adjusted.
- 3.7.3 a) Where the work performance of trammers for a period of six months with effect from 1st January, 2006 is more or less the same as compared to the working norm/standard fixed before the NCWA-VIII comes into force i.e. prior to 1.7.2006, the revision of tramping rates will be made according to the above clauses.
- b) Where the work performance is below the norms, the norms will be so revised so as to give them the benefit as stipulated above.
- c) Where there are wide variations in the work performance on the higher side against the work norms as referred to above, the work load should be so adjusted as to ensure that increase in total earnings does not exceed 24% of the total emolument (Basic + DA + SDA + Attendance Bonus) as on 30th June, 2006. However, this will be subject to the workload and pay stipulated at para-3.7.1

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.131.06 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 positively.

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 @ 24% of total emoluments (Basic + VDA + SDA + Attendance Bonus) as on 30.06.2006 will be taken into account while arriving at the revised group basic wages.

3.11.2 Special Piece-Rate Allowance

Piece-rated workers who were on the rolls on 30th June, 2006 and continued to be so on 1st July, 2006, the following amount, as indicated against each group, will be paid as SPRA annually in addition to their existing SPRA, to provide motivation for achieving higher productivity. This will be effective from 1.7.2006. (However, the SPRA will accrue from anniversary date of employee concerned).

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S.P.R.A.

Group	Rate of Annual SPRA (Rs. Per day)	
	As per NCWA –VII w.e.f. 1.7.2001	Revised Rates as per NCWA-VIII w.e.f. 1.7.2006
I	Rs.5.37	Rs.8.10
II	Rs.5.48	Rs.8.27
III	Rs.5.62	Rs.8.46
IV	Rs.5.65	Rs.8.52
V	Rs.7.02	Rs.10.57
VA	Rs.7.05	Rs.10.63

SPRA will be increased by 3% annually.

SPRA already drawn on and from 1st July, 2006 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.

3.11.3 Piece-rated workers appointed on or after 1st July, 2006 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, 2006 will be regulated as under:

- (a) Those who complete one year of service on any day between 1st July, 2007 to 31st August, 2007 will get their 1st SPRA on and from 1st September, 2007.
- (b) Those who complete one year of service on any day between 1st September, 2007 to 29th February, 2008 will get their 1st SPRA on and from 1st March, 2008.

3.11.4 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, 2011 and so on 1st January on the following years in which they become eligible for additional SPRA.

NOTE:

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 1.1.2009 @ 12.5% of the revised basic wage per month.
- 4.3.0 In case of Assam (North East Coalfields), the Underground Allowance shall be payable from 1.1.2009 @ 15% of revised basic wages per month.
- 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.

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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 Rs75/- per head per month with effect from 01-01-2009. In respect of Nursing Staff, however, the amount of Washing Allowance payable to them will be Rs.90/- per head per month with effect from 01-01-2009. 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.10.50 per day of actual attendance w.e.f. 01-01-2009.

5.2.2 In case of an employee transferred/deployed 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.10.50 per day of actual attendance with effect from 01-01-2009 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.15/- per day of work will be paid from 01-01-2009 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.22.50 per day of attendance w.e.f. 01-01-2009. 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.

5.3.2 Nursing Allowance

Nursing allowance is being introduced in this agreement. Nursing staff will be paid Rs.200/- per month as Nursing Allowance w.e.f. 1.1.2009.

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 w.e.f. 1.1.2009 :

Rate of Payment:

- (i) Seams above 1.5m thickness - Nil
- (ii) Seams of 1 meter to 1.5 meters thickness
 - (a) An amount equal to 5% of revised basic for basket loading and 2.5% of revised basic for shoveling 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 meter thickness:

The management assured that seams below 1 meter 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 meters and the average gradient is in excess of 1 in 3, an allowance of Rs.4.35 per shift will be paid to each of the workers working in such a mine or district or section with effect from 01-01-2009. Where such traveling exceeds 2000 meters, this allowance will be Rs.8.70 per attendance with effect from 01-01-2009.

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". Efforts will be made for effective dust suppression at working place so that workmen are not exposed to heavy dusty conditions.

5.5.0 Fuel Allowance

The cost of one LPG Cylinder (14.5 KG.) at Govt. rate will be reimbursed per month from the next month of signing of the agreement. Payment of CCA shall be withdrawn from the next month of signing of the agreement.

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 favorable.

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 140 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 140 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 110 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.

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(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 tickets 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 31.12.2010.
- (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 equal to 4(four) adult tickets.

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.8736/- (basic pay) per month in respect of RRF and Rs.8812/- (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.8736/- (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.8812/- 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.100/- per month will be increased to Rs.150/- per month with effect from 1.1.2009 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.150/- 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.75/- 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.150/- 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.150/- 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 and shall be applicable from 1.1.2009 on the revised basic. The other related issues will be discussed/decided in the Standardization 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 company quarters together with electricity by the Management, the employees will be required to pay at the rate of 1% on the amount derived by deducting Rupees One hundred from the monthly basic wage towards electricity charges and the employees shall ensure rationalization of power consumption.

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.60,000/- w.e.f. 1.1.2009.

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.45,000/- 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 1.1.2009.
- 9.2.7 As announced by the Hon'ble Minister of State for Coal on Coal India Foundation Day on 1.11.2007 at Kolkata, an amount of Rs.5 lakhs shall be paid to the next of kin of any employee dying out of fatal mine accident.

9.3.0 ,9.4.0 & 9.5.0 Provision of Employment/payment of monthly monetary compensation to Dependant

- (i) The Clauses 9.3.0, 9.4.0 & 9.5.0 of NCWA-VI will be operative in NCWA-VIII till a revised scheme is jointly prepared keeping in view the various verdict of Hon'ble Supreme Court at the earliest.
- (ii) A Sub-committee of JBCCI will formulate a scheme keeping in view various directives of Supreme Court on the subject within three months of signing of the Agreement.
- (iii) Meanwhile provision of employment as mentioned at (i) above, shall be on basic wage of Cat-I as trainee for a period of 6 months. During the training period they will have the status of permanent employee. On completion of training they shall be regularized as Cat-I employee. However, those dependants in possession of Technical/professional qualification will be considered for appointment in higher category, keeping in view their qualification, suitability and vacancy.
- (iv) The monthly monetary compensation payable to the female dependant in case of death either in mine accident or for other reasons or medical unfitness of the employee shall be @ Rs.6000/- with effect from 1.5.2008.
- (v) In case of death either in mine accident or due to other reasons or medical unfitness, if no employment has been offered and the male dependant of the concerned worker is 12 years and above in age, he will be kept on a live roster and would be provided employment commensurate with his skill and qualifications when he attains the age of 18 years. During the period the male dependant is on live roster, the female dependant will be paid monetary compensation as given in (iv) above.

9.6.0 Gratuity

- 9.6.1 The maximum ceiling of gratuity is enhanced from Rs.3.50 lakhs to Rs.10 lakhs w.e.f. 1.1.2007.

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 Non-CBA 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 recognized 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.2000/-** 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.

10.3.4 OPD facilities as available in coal companies' dispensaries/hospitals would be extended to the retired workmen and their spouses pending formulation and implementation of a contributory medi-care scheme for retired workmen.

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 be 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.
- 10.6.2 As announced by the Hon'ble Minister of State for Coal during Coal India Foundation Day celebration on 1.11.2008, the cost of education i.e. tuition fees and hostel charges of sons/daughters of employees who secure admission in select Engineering Colleges and Govt. Medical Colleges shall be borne by the Company at actuals. The select engineering Colleges shall be those, which are visited by Coal India Limited for campus placement.

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 Organization 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 Center

- 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 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 utilization of resources like manpower, equipment, materials, power etc., and ensuring that wastage of all kinds are minimized.
- 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 utilization by 6% 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 mechanization 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 utilization.
- To Cooperate in redeployment/ rationalization 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 – Working 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 Trade Union representatives of JBCCI 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 at 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-VII 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.
- (v) Payment to the contractor labour by cheque or through Bank operating in the region.

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.

12.4.1 Service linked weightage

Equivalent of one time increment shall be payable to those non-executives on superannuation/death on or after 1.7.2006 during the period of NCWA-VIII so as to attract terminal benefits. However, this will be personal to them and shall not be quoted as precedent for any anomaly rectification.

12.5.0 Anomaly in Pay Fixation

It is agreed that anomaly in pay fixation, if any, will be discussed jointly and resolved by the Standardization Committee.

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 Standardization 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 Standardization Committee.

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

12.7.0 Dress Manual

The Dress Manual will be reviewed for modification required, if any, by a Sub-committee constituted by Director (P&IR), CIL.

12.8.0 Modalities for promotions

Cadre scheme for promotional avenues for those non-cadre underground/ opencast/surface & Piece-rated workers will be discussed and finalized in the Standardization Committee.

12.9.0 It is agreed that all issues which are referred to or may be referred to Standardization Committee will be finalized within a period of 3 (three) months.

12.10.0 The issue relating to the career growth of Diploma Holders will be decided within two months of submission of the report by the Sub-Committee already constituted.

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 1.7.2006 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 Standardization 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, categorization 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, categorization and principle of service conditions of employees brought to its notice.
 - (v) To determine the categorization 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-VIII 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.

13.5.1 A sub-committee of JBCCI consisting of representatives of five Central Trade Unions shall be constituted to examine and submit the recommendations on the following issues:

- (a) Grant of four promotions during the service span of 30 years.
- (b) Date of annual increment.
- (c) Incremental benefit on promotion.

Director (P&IR), CIL is authorized to constitute the committee.

==00==



ANNEXURE - A

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

No.CIL/C-5B/JBCCI-VIII/04

Dated: 16th April, 2008

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 4th meeting of the JBCCI-VIII held on 9th April, 2008 at Kolkata, 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 01.07.2006. 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 30.06.2006 or thereafter shall be paid Interim Relief @ 15% of basic wages as on 30.06.2006 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 April, 2008 payable in May, 2008.
- (3) The amount of Interim Relief will be shown separately under different head indicated as Interim Relief (I.R.) in the wage/salary sheet and would be appropriated to respective account heads after settlement.

..../2....

--:35:--

:2:

- (4) Arrear accrued for the period from July,2006 to March, 2008 would be paid in 2(two) equal installments. The 1st installment will be paid before Durga Puja and the 2nd installment around 31st January, 2009 (the date would be notified later).
- (5) The Interim Relief will qualify for contribution towards CMPF/PF and 2% on account of employees' contribution towards CMPS'98, Gratuity, Leave benefit and other statutory deductions. No other allowance will be admissible on this account.
- (6) The payment of Interim Relief will be subject to adjustment against final wage revision under NCWA-VIII.

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

Yours faithfully,

Sd/-
(R. Mohan Das)
Director (P&IR)

Copy to:

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

RECORD NOTE OF DISCUSSIONS/DECISIONS TAKEN IN THE 7TH MEETING OF JBCCI-VIII HELD ON 26TH & 27TH DECEMBER, 2008 AT BHUBANESWAR.

A strike notice for 3 days, dated 13th December, 2008 was served by five Central Trade Unions, viz. INTUC, AITUC, CITU, HMS & BMS in support of 19-Points Charter of Demands from 5th to 7th January, 2009 to Secretary(Coal), Govt. of India and Chairman, CIL.

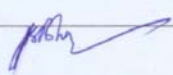
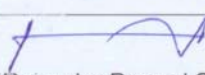
In the context of above, meeting of the JBCCI was convened on 26th & 27th December, 2008 at Bhubaneswar.

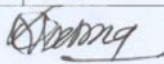
After detailed deliberations in the meeting, the following points were unanimously agreed -

- (1) The tenure/periodicity of NCWA-VIII will be for a period of five years with 100% D.A. neutralization w.e.f.1.7.2006.
- (2) The next meeting of JBCCI-VIII will be held from 2nd January to 4th January, 2009 for arriving at an amicable settlement.
- (3) As regards other points relating to CIL mentioned in the Charter of Demands, the same will be discussed in the meeting.
- (4) As regards points pertaining to Govt./Ministry, it will be conveyed to Ministry for holding a meeting with the five Central Trade Unions on these issues immediately.

In view of the above developments, Chairman, CIL requested the Central TUs to withdraw the strike notice.

The detailed minutes of the 7th meeting of JBCCI-VIII will be issued in due course.

<u>Management</u>	<u>Unions</u>
 (Partha S. Bhattacharyya)	 (Rajendra Prasad Singh, (INTUC) 27.12.2008


(C.C.L. Karna)
for Inplace of Do Co. Ready!

9 Agree with this note as it is joint decision
Bestuzgsh
Trade union representatives informed the management that they will take a view after discussion on 2-4 Jan. 2009
M.C. Anand

(S. Bhattacharya) <i>S. Bhattacharya</i> 27/12/08	<i>G.R.B. W.</i> 27/12/08 (SQ Zama, INTUC)
(R. Mohan Das) <i>R. Mohan Das</i>	(CS Dubey, MP, INTUC)
<i>D.C. Garg</i> (DC Garg)	<i>B. Venkat Rao</i> 27-12-08 (B. Venkat Rao, INTUC)
(V.K. Singh) <i>V.K. Singh</i> 27/12	(O.P. Lal, INTUC)
(T.K.Chand) <i>T.K.Chand</i>	<i>Ramendra Kumar</i> 27/12 (Ramendra Kumar, AITUC)
<i>G.D. Gulab</i> (GD Gulab)	(Manohar Deshkar, AITUC)
<i>Dr. AK Sarkar</i> (Dr. AK Sarkar)	<i>V Seetharamaiah</i> (V Seetharamaiah, AITUC)
(AK Sinha) <i>AK Sinha</i>	<i>Jayanta Podder</i> 27/12/08 (Jayanta Podder, HMS)
(L. Shashidhar) <i>L. Shashidhar</i>	<i>Nathulal Pandey</i> (Nathulal Pandey, HMS)
(RS Ram) <i>RS Ram</i> 27/12	<i>Rajendra Prasad Singha</i> (Rajendra Prasad Singha, HMS)
	<i>Uday Patwardhan</i> (Uday Patwardhan, BMS)
	(CB Frank, BMS)
	<i>Surendra Kumar Pandey</i> (Surendra Kumar Pandey, BMS)

	(Dr. M.K. Pandhe, CITU)
	(SK Bakshi, CITU)
<i>Ayode</i> (ASHOK Y) DAV	(Safal Sinha, CITU)

<i>[Signature]</i> 27/12/08 MD Vishwakarma, INTUC	<i>[Signature]</i> 27/12/08 GVR Sharma, INTUC
AK Jha <i>[Signature]</i>	<i>[Signature]</i> 27/12/08 Riaz Ahmed, HMS
Chotelal Verma, INTUC	<i>[Signature]</i> 27/12/08 Rajesh Kr. Singh, HMS
Lalan Choubey, INTUC	<i>[Signature]</i> YN Singh, BMS
<i>[Signature]</i> Ashok Kumar Dubey, AITUC	<i>[Signature]</i> 27/12/08 Mubarak Husain, BMS
Kameshwar Singh, CITU <i>[Signature]</i>	<i>[Signature]</i> A. Srinivas Rao, BMS
Bijay Bahadur Roy, CITU <i>[Signature]</i>	<i>[Signature]</i> B. Bixmaiah, CITU

<i>[Signature]</i> MIC Pandhe	(Dr. M.K. Pandhe, CITU)
<i>[Signature]</i> Bakshi	(SK Bakshi, CITU)
<i>[Signature]</i> Sinha	(Safal Sinha, CITU)

**Annexure - II A
(Vide Clause 2.3.1)**

Revised Pay/Wage Structure (w.e.f. 1.7.2006)

Existing NCWA - VII

Revised NCWA - VIII

**Pay Scales w.e.f
1.7.2006**

Pay Scales

A. DAILY RATED WORKERS

Category

I	Rs. 213.46-	5.34-	309.58	Rs.	321.54
II	Rs. 218.28-	5.46-	316.56	Rs.	328.78
III	Rs. 224.94-	5.62-	326.10	Rs.	338.80
IV	Rs. 229.50-	5.74-	332.82	Rs.	345.67
V	Rs. 239.03-	5.98-	346.67	Rs.	360.03
VI	Rs. 249.48-	7.48-	384.12	Rs.	375.77

B. EXCAVATION

Spl.	Rs. 294.11-	8.82-	452.87	Rs.	442.99
B	Rs. 263.62-	7.91-	406.00	Rs.	397.06
C	Rs. 252.42-	7.57-	388.68	Rs.	380.20
D	Rs. 243.61-	6.09-	353.23	Rs.	366.93
E	Rs. 227.72-	5.69-	330.14	Rs.	342.99

C. MONTHLY RATED

Grade

A1	Rs. 10091-	303-	13727	Rs.	15199.08
A	Rs. 7824-	235-	12054	Rs.	11784.52
B	Rs. 7260-	218-	11184	Rs.	10935.02
C	Rs. 6724-	202-	10360	Rs.	10127.70
D	Rs. 6219-	155-	9009	Rs.	9367.07
E	Rs. 5962-	149-	8644	Rs.	8979.97
F	Rs. 5896-	147-	8542	Rs.	8880.56
G	Rs. 5814-	145-	8424	Rs.	8757.06
H	Rs. 5691-	142-	8247	Rs.	8571.79

D. CLERICAL GRADE

Spl.	Rs. 7260-	218-	11184-	Rs.	10935.02
I	Rs. 6724-	202-	10360-	Rs.	10127.70
II	Rs. 6219-	155-	9009-	Rs.	9367.07
III	Rs. 5962-	149-	8644	Rs.	8979.97

**Annexure - II B
(Vide Clause
2.3.2)**

Revised Pay for Assam (North East) Coalfields

Existing NCWA - VII Pay Scales				Revised NCWA - VIII Pay Scales w.e.f 1.7.2006	
A. DAILY RATED WORKERS					
Category					
I	Rs. 245.48-	6.14-	356.00	Rs. 369.77	
II	Rs. 251.03-	6.28-	364.07	Rs. 378.11	
III	Rs. 258.68-	6.47-	375.14	Rs. 389.62	
IV	Rs. 263.92-	6.60-	382.72	Rs. 397.52	
V	Rs. 274.89-	6.87-	398.55	Rs. 414.04	
VI	Rs. 286.90-	8.61-	441.88	Rs. 432.13	
B. EXCAVATION					
Spl.	Rs. 338.23-	10.15-	520.93	Rs. 509.44	
A	Rs. 321.83-	9.65-	495.53	Rs. 484.74	
B	Rs. 303.16-	9.09-	466.78	Rs. 456.62	
C	Rs. 290.28-	8.71-	447.06	Rs. 437.22	
D	Rs. 280.15-	7.00-	406.15	Rs. 421.96	
E	Rs. 261.87-	6.55-	379.77	Rs. 394.43	
C. MONTHLY RATED					
Grade					
A1	Rs. 11604-	348-	15780	Rs. 17477.96	
A	Rs. 8998-	270-	13858	Rs. 13552.80	
B	Rs. 8350-	251-	12868	Rs. 12576.78	
C	Rs. 7733-	232-	11909	Rs. 11647.46	
D	Rs. 7153-	179-	10375	Rs. 10773.86	
E	Rs. 6857-	171-	9935	Rs. 10328.02	
F	Rs. 6781-	170-	9841	Rs. 10213.55	
G	Rs. 6687-	167-	9693	Rs. 10071.97	
H	Rs. 6546-	164-	9498	Rs. 9859.60	
D. CLERICAL GRADE					
Spl.	Rs. 8350-	251-	12868	Rs. 12576.78	
I	Rs. 7733-	232-	11909	Rs. 11647.46	
II	Rs. 7153-	179-	10375	Rs. 10773.86	
III	Rs. 6857-	171-	9935	Rs. 10328.02	

Illustration of Fixation

Example - One

NCWA -VII (Rs.213.46 - 5.34 -309.58) Daily	Cat - I	As on 30.06.2006	NCWA - VIII (Rs.321.54)	Cat - I	As on 01.07.2006
Basic Wage		213.46	Basic Wage		321.54
Attance Bonus		21.34	Attance Bonus		32.15
Special D.A		3.83	Special D.A		5.77
Variable D.A		51.23	Variable D.A		
TOTAL		289.86	TOTAL		359.46
Fittment Benefit including I.R		69.57			
TOTAL		359.43			

Example - Two

NCWA -VII Excavation Spl (Rs.294.11 -8.82 -452.84) Monthly	As on 30.06.2006	NCWA - VIII Excavation Spl (Rs.442.99)	As on 01.07.2006
Basic Wage	294.11	Basic Wage	442.99
Attance Bonus	29.41	Attance Bonus	44.30
Special D.A	5.28	Special D.A	7.95
Variable D.A	70.59	Variable D.A	0
TOTAL	399.39	TOTAL	495.24
Fittment Benefit including I.R	95.85		
TOTAL	495.24		

Example - Three

NCWA -VII T & S A1 (Rs.10091 - 303 -13727) Daily	As on 30.06.2006	NCWA - VIII T & S A1 (Rs.15199.08)	As on 01.07.2006
Basic Wage	10091.00	Basic Wage	15199.08
Attance Bonus	1009.10	Attance Bonus	1519.91
Special D.A	181.13	Special D.A	272.82
Variable D.A	2421.84	Variable D.A	0
TOTAL	13703.07	TOTAL	16991.81
Fittment Benefit including I.R	3288.74		
TOTAL	16991.81		

Annexure- V D A
(vide Clause 2.6.0)

PERIOD		AICPI INDEX (1960=100)	Rates of VDA (% of basic) (Base = 2716)
From	To		
01.07.2006	31.08.2006	2716	0.0
01.09.2006	30.11.2006	2769	1.9
01.12.2006	28.12.2006	2838	4.5
01.03.2007	31.05.2007	2899	6.7
01.06.2007	31.08.2007	2907	7.0
01.09.2007	30.11.2007	2944	8.4
01.12.2007	29.02.2008	3028	11.5
01.03.2008	31.05.2008	3058	12.6
01.06.2008	31.08.2008	3089	13.7
01.09.2008	30.11.2008	3172	16.8
01.12.2008	28.02.2009	3302	21.6

ANNEXURE-III A
(Vide Clause 3.2.0)

Revised Basic Wage Rates for Piece Rated Workers

Group	NCWA - VII Rates		Revised NCWA-VIII Rates (w.e.f. 1st July, 2006)	
	Rate (Rs.)	Fall Back Wages (Rs.)	Rate (Rs.)	Fall Back Wages (Rs.)
I	214.65	213.46	323.32	321.54
II	219.26	216.48	330.25	326.07
III	224.97	220.20	338.85	331.66
IV	226.08	226.08	340.52	340.52
V	234.01	234.01	352.47	352.47
VA	235.15	235.15	354.19	354.19
PR Trammers	234.01	234.01	352.47	352.47

Annexure – IIB
(Vide Clause 3.2.0)

Workload Rates of Wages of PR Workers of North East

Name of work	Workload (in Cft.)	Daily Basic Wage rate (Rs.)	Rate per Cft. (Rs.)
A. Baragolai, Tipping & Ledo			
1. Solid Cutting (Coal)	24 Cft	384.05	16.00
2. Side Cutting (Coal)	36 Cft	384.05	10.67
3. Stone Cutting			
i) Manual	14 Cft	384.05	27.43
ii) With Drilling and Blasting	22 Cft	384.05	17.46
B Fall Back Wages			
When employed on Hazree		384.05 397.55	
C. SPRA will be @ Rs.8.65 per day			
D. Jeypore/Drill Collieries			
i) Composite works as agreed to in the earlier agreements.	36 Cft	388.96	10.80
ii) Fall back wages When employed on Hazree		388.96 397.55	
iii) SPRA will be @ Rs.8.65 per day.			

Lead, Lift & Tub Pushing for Miners and Loaders

		NCWA – VII Rates (per tub of 40.5 cft OR 1.15 cu.m) (Rs.)	Revised NCWA – VIII 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.	2.48	3.59
	101 to 150 ft	7.42	10.62
	151 to 200 ft	12.37	17.94
	201 to 250 ft	17.65	25.60
	For every addl. 50 ft. beyond 250 ft	7.66	11.11
2.	Lift for Miners & Loaders		
	0 to 10 ft.	NIL	NIL
	11 to 15 ft.	2.48	3.59
	16 to 20 ft.	4.65	6.75
	21 to 25 ft.	7.42	10.76/10.62
	For every addl. 5 ft. above 25 ft.	4.94	7.17
3.	Tub Pushing		
	For every 110 ft. or part thereof in Excess of the first 100 ft.	0.89	1.28

Lead & Lift for Overburden Removal Workers

		NCWA – VII Rates (Rs.per 1000 Cft)	Revised NCWA – VIII 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.	67.62	94.67
2.	Lift		
	First 10 ft.	NIL	NIL
	For every 5 ft. or part of 5 ft over the first 10 ft.	33.81	47.33

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

		NCWA – VII Rates (Rs.per 1000 Cft)	Revised NCWA – VIII Rates (Rs.per 1000 Cft.)
1.	Lead		
	For every 50 ft. or part of 50 ft. over the first 100 ft.	5.18	8.50
2.	Lift		
	For every 5 ft. or part of 5 ft over the first 10 ft.	1.31	1.80

Grouping & Workload for Piece Rated Workers

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

		Workload
Group-I		
	1. Sand Cleaner	108 Cft.
	2 Earth Cutter(Outside quarry)	84 Cft. Measured in solid as hitherto
Group-II		
	1. Depot Sand Loader	150 Cft
	2. River sand Loader	122 Cft. Measured in solid as hitherto
Group-III		
	1. Overburden Removal	(a) Spoil removal : 72 Cft. (b) Earth Cutting & removal : 66 Cft. (c) Soft stone, shale and morrum : 53 Cft (d) Hard Stone : 40 Cft.
	2. Wagon/Truck Loaders and Stackers	Workload at lead not exceeding 100 ft.
	(a) Wagon loading (Coal)/ Wagon unloading	4.5 tonnes 6.75 tonnes
	(b) Truck loading Truck unloading	4.5 tonnes 6.75 tonnex
	(c) Coal Staking	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 4.8 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 pickers to be paid separately
*Does not include breaking of lumpy coal

Group-IV

1. Soft Coke 3.75 tonnex (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. Fro 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. & 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) To be decided at unit level
Shovel Loader (at face)
7. Filler (Andhra Pradesh) 81 cft.
8. Mechanised Face Crew Unit level
Drill Coal Miners 61 cft.

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

Signed at New Delhi on 24.01.2009

Sl.No.

Representing Management

1. (Partha S. Bhattacharyya)
Chairman
Coal India Limited

Sl.No.

Representing Workmen

1. (Dr.G.Sanjeeva Reddy)
President, INTUC

Alternate:

(Chotelal Verma)
(INTUC)

2.

(R. Mohan Das)
Director(P&IR),
Coal India Limited

2.

(Rajendra Pd. Singh)
INMF(INTUC)

Alternate:

(M.D. Vishwakarma)
INMF(INTUC)

3.

(S. Bhattacharya)
Director(Finance)
Coal India Limited

3.

(S.Q. Zama)
INMF(INTUC)

Alternate:

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

4.


(D.C. Garg)
Chairman-cum-MD
WCL

4.

(C.S. Dubey)
INMF(INTUC)


Alternate:

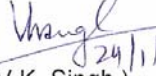
(Sukumar Bandopadhyay)
INMF(INTUC)

5. 
(R.K. Saha)
Chairman-cum-MD
CCL

5. (B. Venkat Rao)
INMF(INTUC)

Alternate:



(A.K. Jha)
INMF(INTUC)

6. 
(V.K. Singh)
Chairman-cum-MD
NCL

6. (O.P Lal)
INMF(INTUC)

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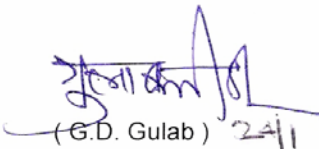
(Lalan Choubey)
INMF(INTUC)

7. 
(T.K. Lahiry)
Chairman-cum-MD,
BCCL

7. (Ramendra Kumar)
Gen.Secy.,IMWF(AITUC)

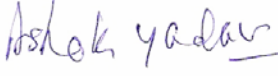
Alternate:

(R.C. Singh)
Jt.Gen.Secy. IMWF(AITUC)

8. 
(G.D. Gulab)
Director(Personnel)
MCL

8. (Manohar Deshkar)
President, IMWF(AITUC)

Alternate:


(Lakhanlal Mahto)
Secy. IMWF(AITUC)

9. (R.S. Singh)
Director(Personnel)
SECL

9. (V. Seetaramaiah)
Secy, IMWF(AITUC)

Alternate:

(Ashok Kumar Dubey)
Secy, IMWF(AITUC)

10. (Dr.A.K. Sarkar)
Director(Finance)
CCL

10.

(Jayanta Podder)
President, HKMF (HMS)

Alternate:

(Riaz Ahmed)
HKMF(HMS)

11. (A.K. Sinha)
Director(Finance),
ECL

11.

(Rajendra Pd. Singha)
HKMF(HMS)

Alternate:

(Rajesh Kumar Singh),
HKMF(HMS)

12. (S. Narsing Rao)
IAS, Chairman-cum-MD
SCCL

12.

(Nathulal Pandey)
HKMF(HMS)

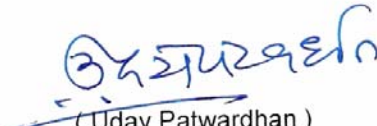
Alternate:

(Ramadheer Singh)
HKMF(HMS)

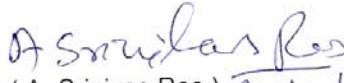
13.

(L Shashidhar)
IAS, Director(P&W)
SCCL


13.


(Uday Patwardhan)
Genl. Secretary, BMS


Alternate:


(A. Srinivas Rao) 24/1/09
ABKMS(BMS)

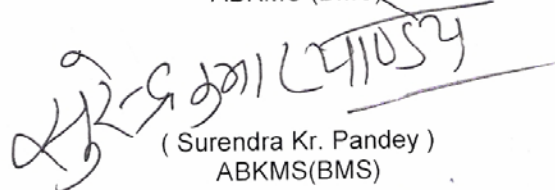
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(C.B. Frank)
ABKMS(BMS)

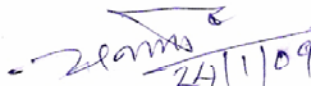
Alternate


(Mubarak Hussain)
ABKMS (BMS)


15


(Surendra Kr. Pandey)
ABKMS(BMS)


Alternate


(Y.N. Singh) 24/1/09
ABKMS((BMS)

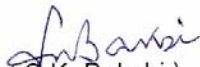
16.


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

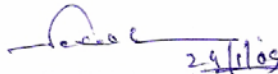
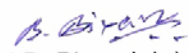
Alternate


(Kameshwar Singh)
(CITU)

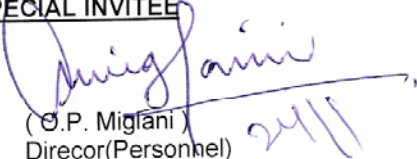
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Alternate

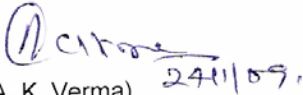

(S.K. Bakshi)
BCKU (CITU)
24/1/09
(Bijay Bahadur Roy)
LJCMU (CITU)

18.
Alternate

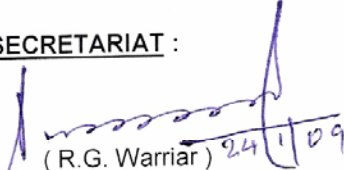

(Safal Sinha.)
CMSI (CITU)
24/1/09

(B. Bixmaiah)
SCEU(CITU)

SPECIAL INVITEE

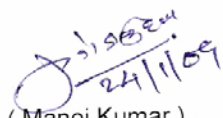
1. 
(O.P. Miglani)
Director(Personnel)
WCL
24/1/09

2 
(A. K. Verma)
Chief general manager(MP&IR)-Coordinator
CIL.
24/1/09

JBCCI SECRETARIAT :

1.. 
(R.G. Warriar)
Dy.CPM/TS to D(P&IR)
Coal India Limited
24/1/09

2. (B. Majumder)
Dy. CFM(JBCCI)
Coal India Limited

3. 
(Manoj Kumar)
PM(JBCCI)
Coal India Ltd.
24/1/09

