

## I n d e x

Sl.No.	Subject	Page No.
1.	Re-constitution of JBCCI-VII	(i) to (iii)
2	<b>Preamble</b>	<b>1-2</b>
3.	<b>Chapter-I</b>	<b>3</b>
	1.0 Scope and Coverage	
4.	<b>Chapter-II Wages,Wage Structure and Dearness Allowance</b>	<b>4-7</b>
	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	

:2:

<b>5.</b>	<b>Chapter-III Wage Rates, Work Norms etc. for Piece Rated Workers</b>	<b>8-12</b>
	3.0 Work Norms and Job Description	
	3.2.0 The rates of wages and workload for different group of Piece-rated workers	
	1.3.0 Workload and Rate of wages for Piece-rated Miners and Loaders in Madhya Pradesh and Maharashtra Coalfields.	
	1.4.0 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	
	3.10.0 Lead & Lift payments to be Basic Wages	
	3.11.0 Minimum Guaranteed Benefit, Special Piece rate Allowance	
	3.11.3 Special Piece-rate Allowance	
	3.12.0 Grant of 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.	

<b>6.</b>	<b>Chapter-IV Underground Allowance</b>	<b>13</b>
<b>7.</b>	<b>Chapter-V Other Allowances</b>  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.	<b>14-16</b>
<b>8.</b>	<b>Chapter-VI Leave and National/Festival Holidays</b> 6.0 Annual leave with wages  1.2.0 The prevalent practices in respect of Earned Leave, Casual and paid festival holidays  1.3.0 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.	<b>17-18</b>

<b>9</b>	<b>Chapter-VII Return Railway Fare and Leave Travel Benefit</b>  7.1.0 R.R.F./L.T.C 7.2.0 Long Leave Travel Concession 7.3.0 Class of Entitlement	<b>19</b>
<b>10</b>	<b>Chapter-VIII House Rent Allowance</b>  8.1.0 House Rent Allowance 8.1.3 HRA for employees in Urban Areas 8.2.0 House Rent Recovery 8.3.0 Recovery of Electricity Charges 8.3.2 Supply of Fuel	<b>20-21</b>
<b>11.</b>	<b>Chapter-IX Social Security</b>  9.1.0 Life Cover Scheme 9.2.0 Workmen's Compensation Benefits 9.3.0 Provision of Employment to Dependant	<b>22-23</b>
<b>12.</b>	<b>Chapter-X Housing, Water Supply, Medical &amp; Educational Facilities</b>  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	<b>24-26</b>

:5:

<b>13.</b>	<b>Chapter-XI Production, Productivity, Efficiency and Industrial Harmony</b>  11.1 Production, Productivity, Efficiency and Industrial Harmony	<b>27-28</b>
<b>14</b>	<b>Chapter-XII General</b>  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	<b>29-31</b>
<b>15.</b>	<b>Chapter-XIII</b>  13.1.1 Implementation of the agreement 13.4.1 Standardisation Committee <b>13.4.2</b> Committee on Incentive Scheme	<b>32-33</b>
<b>16</b>	<b>Annexure-A (Preamble)</b>	<b>34</b>
<b>17</b>	<b>Annexure Preamble-B</b>	<b>35-36</b>
<b>18.</b>	<b>Annexure-I</b>	<b>37-40</b>
<b>19.</b>	<b>Annexure-IIA</b> Revised Wage Structure (w.e.f.1.7.2001)	<b>41</b>
<b>20</b>	<b>Annexure-IIB</b> : Pay scales for Assam(North East) Coalfields	<b>42</b>
<b>21.</b>	<b>Annexure-IIC</b> : Illustration of Fitment in Revised Scale	<b>43-44</b>

:6:

<b>22.</b>	<b>Annexure- VDA(2.6.0)</b>	<b>45</b>
<b>23.</b>	<b>Annexure-IIIA(3.2.0):</b> Revised Basic Wage Rates for Piece Rated Workers	<b>46</b>
<b>24</b>	<b>Annexure-IIIB (3.2.0):</b> Workload Rates of Wages of PR Workers of North East	<b>47</b>
<b>25</b>	<b>Annexure-IIIC(i)(3.9.1)</b> Lead, Lift & Tub pushing for Miners & Loaders	<b>48</b>
<b>26</b>	<b>Annexure-IIIC(ii) (3.9.2)</b> Lead & Lift for Oveerburden Removal Workers	<b>49</b>
<b>27.</b>	<b>AnnexureIIIC(iii) (3.9.3)</b> Lead & Lift Rate for Piece-rated Workers Other than Miners & Loaders	<b>50</b>
<b>28</b>	<b>Annexure-IIID (3.2.0):</b> Grouping & Workload for Piece-rated Workers	<b>51-53</b>
<b>29</b>	<b>Signature of Parties dated 15.7.2005 at New Delhi</b>	<b>54-58</b>