

## Annexure Preamble-A

### 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 01<sup>st</sup> 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 21<sup>st</sup> January, 2004.

Sd/-  
Dr. PK Misshra,  
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



ANNEXURE PREAMBLE-B

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 12<sup>th</sup> 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.

:2:

- (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.	I t e m	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 30 <sup>th</sup> 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 30 <sup>th</sup> 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)
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	<b>@ Rs.75/- p.m. to those who have not been provided with residential accommodation.</b> (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 31<sup>st</sup> December, 2004.

### **Representing Unions**

Sd/-	Sd/-	Sd/-
( Rajendra Pd. Singh ) MLA/President, INMF(INTUC)	( Ramendra Kumar ) President, IMWF/AITUC	( Dr. MK Pandhe ) President, AICWF (CITU)
Sd/-		Sd/-
( S.Q. Zama ) Genl.Secretary, INMF(INTUC)	( Nathu Lal Pandey ) Genl.Secretary, KMS(HMS)	

### **Representing Management**

Sd/-	Sd/-	Sd/-
(Ashoke Mehta ) CMD/WCL	(Md.Salim Uddin) Director(P&IR)/CIL	(Abdul Kalam ) CMD/ECL
Sd/-	Sd/-	Sd/-
(PS Bhattacharyya) CMD/BCCL	(Sriram Taranikanti) Director(P&A/W)/SCCL	( D.P. Roy ) General Manager(MP&IR)/CIL

Dated, Kolkata,  
The 2nd December, 2004.

**Annexure - III B**  
**(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.)
<b>A. Baragolai, Tipping &amp; Ledo</b>			
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>B. Fall Back Wages.</b>		254.98	
When employed on Hazree		263.94	
<b>C. SPRA will be @ Rs.5.74 per day</b>			
<b>D. Jeypore/Drill Collieries</b>			
(i) Composite works as agreed to in the earlier agreement.	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			

## Annexure - III D

(Vide Para 3.2.0)

### Grouping & Workload for Piece Rated Workers

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

	<u>Workload</u>
Group-I	
1. Sand Cleaner	108 Cft.
2. Earth Cutter (Outside quarry)	84 Cft. measured in solid as hitherto
Group-II	
1. Depot Sand Loader	150 Cft.
2. River Sand Loader	122 Cft. measured in solid as hitherto
Group-III	
1. Overburden Removal	(a) Spoil removal: 72 cft. (b) Earth Cutting & removal : 66 cft. © 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.
© 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	Unit level
Drill Coal Miners	61 cft.

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

**ANNEXURE-III A**  
**(Vide Clause 3.2.0)**

**Revised Basic Wage Rates for Piece Rated Workers**

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

**Annexure – IIIB**  
(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.)
<b>A. Baragolai, Tipping &amp; Ledo</b>			
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>B Fall Back Wages</b> When employed on Hazree		254.98 263.94	
<b>C. SPRA will be @ Rs.5 .74 per day</b>			
<b>D. Jeypore/Drill Collieries</b>			
i) Composite works as agreed to in the earlier agreements.	36 Cft	258.24	7.17
ii) Fall back wages When employed on Hazree		258.24 263.94	
iii) SPRA will be @ Rs.5.74 per day.			

**Annexure – IIIC (i)**  
(Vide Clause 3.9.1)

**Lead, Lift & Tub Pushing for Miners and Loaders**

		<b>NCWA – VI Rates (per tub of 40.5 cft OR 1.15 cu.m) (Rs.)</b>	<b>Revised NCWA – VII Rates (per tub of 40.5 cft OR 1.15 cu.m) (Rs.)</b>
<b>1.</b>	<b>Lead (for Miners &amp; Loaders)</b>		
	0 to 50 ft.	NIL	<b>NIL</b>
	51 to 100 ft.	1.71	<b>2.48</b>
	101 to 150 ft	5.12	<b>7.42</b>
	151 to 200 ft	8.53	<b>12.37</b>
	201 to 250 ft	12.17	<b>17.65</b>
	For every addl. 50 ft. beyond 250 ft	5.28	<b>7.66</b>
<b>2.</b>	<b>Lift for Miners &amp; Loaders</b>		
	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
<b>3.</b>	<b>Tub Pushing</b>		
	For every 110 ft. or part thereof in Excess of the first 100 ft.	0.62	0.89

**Annexure – III C (ii)**  
(Vide Clause 3.9.2)

**Lead & Lift for Overburden Removal Workers**

		<b>NCWA – VI Rates (Rs.per 1000 Cft)</b>	<b>Revised NCWA – VII Rates (Rs.per 1000 Cft.)</b>
<b>1.</b>	<b>Lead</b>		
	First 100 ft.	NIL	NIL
	For every 50 ft. or part of 50 ft. over the first 100 ft.	48.30	67.62
<b>2.</b>	<b>Lift</b>		
	First 10 ft.	NIL	NIL
	For every 5 ft. or part of 5 ft over the first 10 ft.	24.15	33.81

**Annexure – III C(iii)**  
(Vide Clause 3.9.3)

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

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



