

	Coal India Limited A MAHARATNA COMPANY 10, Netaji Subhas Road, Kolkata- 700001 PHONE: 033-2248 5123, GRAM: COALINDIA. FAX: 033-22315060 Email – mviswanathan2@coalindia.in WEBSITE: www.coalindia.in CIN-L23109WB1973GOI028844
---	--

Ref.No.CIL:XI(D):04157:2014;

Dated 4th September'2014

To,
Listing Department,
National Stock Exchange of India Limited,
Exchange Plaza,
Bandra Kurla Complex,
Bandra (E),
Mumbai – 400 051.

Dear Sir,

Sub:- Joint Notice served by five CTUs of Coal Industry/CIL/SCCL to secure outstanding demands.

We have received a Joint Notice bearing No. 52/258 dated 31st August'2014 from Secretary General, Indian National Mineworkers Federation (INTUC) addressed to Secretary, Ministry of Coal, Govt. of India, New Delhi with a copy to Chairman, Coal India Limited among others enclosing Charter of Demands jointly signed by five CTUs i.e. INTUC, BMS, HMS, AITUC & CITU for resorting to "WORK TO RULE" with effect from 18th to 20th September'2014 in all the Mines/ Establishments of Coal India Limited(CIL). (Copy Enclosed).

Efforts are being made to reconcile the same. This is for your information and records. This is as per Clause 36 of the Listing Agreement.

Yours faithfully,

M. Viswanathan
4/9/14

(M.Viswanathan/एम.विस्वनाथन)

Company Secretary/कंपनी सचिव

& Compliance Officer/कम्प्लायंस ऑफिसर

Encl:- As above.



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

1/7
Company Secretary Dept.
CIL : XI (D) 8858...DL 4/9/14
Despatch Date.....

No.CIL/C-5B/IR/ JAC CENTRAL/1449-51 Dated 2nd September, 2014

The Chief Labour Commissioner(Central),
Govt. of India,
Ministry of Labour & Employment,
Shram Shakti Bhawan,
New Delhi - 100001

Sub : Joint Notice served by five CTUs of Coal Industry/CIL/SCCL
to secure outstanding demands.

Dear Sir,

We have received a Joint Notice bearing No.52/258 dated 31-8-2014 of Secretary General, Indian National Mineworkers' Federation (INTUC) addressed to the Secretary, Ministry of Coal, Govt. of India, New Delhi and copy endorsed to Chairman, Coal India Limited & CMD, SCCL, Kothagudem, on the above mentioned subject, enclosing therewith Charter of Demands, jointly signed by five CTUs i.e., INTUC, BMS, HMS, AITUC & CITU for resorting "WORK TO RULE" with effect from 18th to 20th September, 2014 in all the Mines / Establishments of Coal India Ltd. (CIL) and Singareni Collieries Company Ltd. (SCCL).

Copies of aforesaid notice along with their demands are enclosed for your kind information.

Yours faithfully,

Encl.: As above.

(Bhagwan Pandey)
General Manager(MP&IR)

Copy for kind information to :-

1. The Secretary, Govt. of India, Ministry of Coal, Shastri Bhawan, New Delhi.
2. The Secretary, Govt. of India, Ministry of Labour, Shram Shakti Bhawan, New Delhi.

3. Company Secretary CIL. For kind information.



राष्ट्रीय खान मजदूर फेडरेशन (इंटक)

INDIAN NATIONAL MINeworkers' FEDERATION (INTUC)

S. Q. ZAMA, Ex. MLC

SECRETARY GENERAL

604, Giripeth, Nagpur - 440 010,
Ph.: 0712-2522132 (R) 2510355
Fax : 0712-2540282 Mobile : 9822566212
E-mail : rkkms007@gmail.com

52/258

The Secretary,
Ministry of Coal, Govt of India,
Shastri Bhawan,
New Delhi - 110 001.

Rajendra Prasad Singh

Minister for Finance, Health and Power Govt. of Jharkhand

PRESIDENT

Dhori Colliery, P.O. : Bremo, Dist. : Bokaro, (Jharkhand)
☎: 06549-220381, 220371 (Res.) Fax : 06549-220272

31.08.2014

CM (IR)
31/8/14

Sub: Joint Notice by 5 CTUs of Coal Industry / CIL / SCCL to secure outstanding demands

Sir,

I take this opportunity to enclose herewith a Joint Notice dated 31.08.2014 signed by representatives of 5 CTUs i.e. INTUC, BMS, HMS, AITUC and CITU to resort to 'WORK TO RULE' w.e.f. 18th to 20th Sept. 2014 in all the Mines / Establishments of Coal India Ltd. (CIL) / Singreni Collieries Company Ltd. (SCCL) to secure outstanding demands as contained therein. A Steering Committee comprising of representatives of 5 CTUs as constituted in Joint Convention of All India Coal Workers held at Nagpur today i.e. on 31.08.2014 will meet at Ranchi on 21st Sept. 2014 to review response and status of demands and decide future course of action.

Thanking you,

Encl: a.a.

Yours truly

(S.Q. ZAMA)
Secretary General

C.c.to:

Chairman, CIL, 10 Netaji Subash Road, Kolkata.

Chairman-cum-Managing Director, SCCL, Kothagudem Collieries, Khammam Dist.(TS)

C.c.to:

Sri Rajendra Prasad Singh, Hon'ble Cabinet Minister (JKD)/ President INMF(INTUC)

Sri Ramendra Kumar / Sri RC Singh - IMWF(AITUC)

Sri Surendra Kumar Pandey - ABKKMS (BMS)

Sri Nathulal Pandey - HKMF(HMS)

Sri Jibon Roy - AICWF(CITU)

Sri PK Dutta - ABKKMS(BMS)

Sri Lakhanlal Mahato - IMWF(AITUC)

Sri DD Ramanandan - AICWF(CITU)

Sri Umashankar Singh - HKMF (HMS)

Sri BK Das - INMF(INTUC)

31.08.2014

The Secretary,
Ministry of Coal, Govt of India,
Shastri Bhawan,
New Delhi.

Joint Notice by 5 CTUs of Coal Industry / CIL / SCCL to secure outstanding demands

Sir,

Sequel to meeting of senior leaders of 5 CTUs namely BMS, INTUC, HMS, AITUC, and CITU operating in Coal Industry held at Ranchi on 6th July 2014, a Joint Convention of All India Coal Workers was held at Nagpur on 31.08.2014 and after daylong deliberations it has been decided to serve Joint Notice to resort to "WORK TO RULE" w.e.f. 18th to 20th September, 2014 to secure Demands as appended below:-

CHARTER OF DEMANDS

(A) IMPORTANT POLICY RELATED ISSUES :

1. Recently the Supreme Court has declared allocation of coal blocks to the private as well as State / Central Public Sectors since 1993 as illegal. 5 CTUs had been consistently demanding to stop / retrieve back coal blocks allotted for captive use to private parties. We reiterate and demand to return back the coal blocks to CIL as the nodal agency for exploration, mining and marketing.
2. Withdraw / stop any move for further dis-investment in CIL.
3. Stop proposed re-structuring of CIL without discussions with 5 operating CTUs.
4. Scrap Coal Videsh and stop spending money to acquire coal mines abroad and use same money to start coal projects in India which may also generate employment within the country.
5. Grant Status of infrastructure Industry to Coal with Budgetary support.
6. Extend NCWA to workers of Captive Coal Mines of India.
7. The present Coal Pricing is not based on cost of production. It should be rationalized and decentralized and the representatives of 5 CTUs be associated in the pricing mechanism.
8. Exemption of coal workers from any tax on perquisites including Housing by amendment in Income Tax laws as, at present the cost is being borne by CIL. This additional liability of CIL can be used for expansions, projects etc.
9. Lift ban on recruitment and fill up all the vacancies including statutory and essential / exclusive jobs like sweepers etc. Stop substitution of permanent jobs by contractual outsourced and agency workers.

Contd...2/...

..2..

10. The Farmers whose land are acquired for Coal Projects, be granted enhanced land compensation at market rate with a least one employment to each land owners without ceiling with proper rehabilitation and resettlement (R&R) of landless labourers uprooted villagers including artisans, shop keepers etc. The CIL must modify / amend its R&R Policy 2012 according to new law enacted in place of out-dated L.A. Act, 1894.
11. To ensure proper use of fund under CSR involvement of 5 CTUs in its disbursement be effected.
12. Sale of coal through E-auction should continue for the benefit of Coal Industry.
13. Due to concerted efforts of all 5 CTUs, De-Nationalization Coal Mines Bill is kept pending in Rajya Sabha since 2000. As per news paper reportings, Govt is contemplating to denationalize coal mines. 5 CTUs urge Govt of India not to venture for any denationalization move and keep the public sector character of CIL / SCCL intact.

(B) CIL / JBCCI MATTERS :

1. Revise Female Voluntary Retirement Scheme as 5 CTUs suggested during SC meeting held at New Delhi on 25.03.2014.
2. Delete condition of six diseases as discussed and agreed through duly signed minutes dt. 20.09.2013. No instructions have been issued so far.
3. Stop altering the recorded Age / Date of Birth of employees except as per provisions of I.I. No.76 of NCWA and withdraw the age mismatch circular immediately issued by CIL. Age determination or correction must be conducted in line with provisions of I.I. No. 76.
4. CIL / Subsidiaries must discharge its duties as Principle Employer under Contract Labour (R&A) Act, 1971 to enforce HPC / CIL Boards decision as circulated by CIL vide O.O. dated 18.02.2013 to pay enhanced wages to contract workers engaged in mining activities since 01.01.2013.
5. Implement Post Retirement Medicare Scheme for Non-executives couple in line with decision taken in S.C. meeting at New Delhi on 25.03.2014.
6. To making CMPS-98 sustainable and increase of pension amount particularly for those who had superannuated on or before 2007. The overdue exclusive meeting of SC/JBCCI as decided by BoT of CMPFO in December, 2012, be convened at the earliest.
7. Remove ceiling of Rs. 3500/-, redefine 'Family' in Medical Attendance Rules and dependants under Clause 9.3.0, 9.4.0, 9.5.0 of NCWA to include daughters on Live Roster.

Contd...3/...

8. To revise Dress Allowance.
9. To revise Parade Allowance
10. To revise Rescue Allowance, First Aid Allowance and VTC Allowance
11. As per past practice the Coal Workers be paid gratuity without any ceiling. The Payment of Gratuity Act, 1972 guarantee minimum gratuity and there is no bar to pay more gratuity.
12. Removal of OT ceiling to Confidential and Supervisory staff.
13. Proper Salary / Social Security measures to teaching / non-teaching staff of various Schools in CIL / Subsidiaries in BCCL, CCL and ECL.
14. Remove discrimination in Maternity Leave / Child Care benefits between executives and non-executives and their proper career growth.
15. Promotion of ex-cadred employees.
16. Additional increment on acquiring higher qualification during service tenure.
17. Full protection of Group Wages, SPRA, MGB, lead-lift etc. of such piece rated workers who are being converted from PR to TR / MR jobs to make the Mine Loader -free after massive induction of SDL and LHD machines.
18. Redressal of Various grievances of Mining Staff.
19. To activate all Sub-Committees including I.I. no. 32. TA-DA/MAT/Dress Manual Sub Committee, Imbalance Sub Committee, Technical Sub Committee etc. and implement all decisions within three months.
20. Revival / Sustainability of Dankuni Coal Complex (DCC), Hooghly (WB).
21. Revival / Sustainability of CMPDIL, Ranchi / Regional Institutes.
22. Revival / Sustainability of (Assam) and enforcement of NCWA in toto.
23. Dependants of absconding / missing employees should be considered for employment under Clause 9.3.2 after being declared dead by the appropriate authority.
24. Diploma holders including Nursing, Pharmacy, Technician (Pathology, ECG, X-Ray, Eye, ENT, etc.) Dietician, Sports and other discipline who are stagnating in T&S Grade-A or A1 be promoted in Executive Grade.
25. All Tribunals / Court Award in favour of workers be implemented immediately.
26. Diploma Holders joined after 9th August 1993 should be given notional seniority at par with earlier Diploma Holders to maintain global seniority and subsequent promotions in Executive Cadre.

27. Uniform Paid Holidays be made applicable in CIL and all Subsidiaries.
28. Terminated workers for minor misconduct including over stay, less attendance absenteeism etc. be re-instated.
29. Pay protection to all Daily Rated employees in case of promotion / regularization in Monthly Rate Scales and on deployment on alternate job.
30. Stop eviction process of Union Office / residential accommodation under occupation of unions and office bearers for years together in various Subsidiaries. CIL had committed to draw a rational scheme to regularize and regulate the same.
31. CIL / SCCL must adhere to payment schedule as prescribed in Payment of Wages Act 1936 including Overtime wages (as per Mines Act), Leave wages, LTC, LLTC, Reimbursement, etc.

(C) Safety items arising out of Meetings of Standing Committee on Safety in Coal Mine:

1. Payment of ex-gratia of Rs. 5 lakhs to dependant of disabled / deceased contractor worker as in case of permanent worker.
2. Rs. 5 lakhs ex-gratia to permanent workers is linked with only mine accident. It should be amended / extended to such employees who die in accident while on duty (not only Mine Accident).
3. Death during duty hours particularly out of (respiratory failure / Heart Attack be treated as Mining Accident to attract compensation / ex-gratia benefits.
4. Benefits of notional extension of workplace be extended to such employees who get disabled / dead due to accident while commuting to & fro to attend their duties.
5. Long pending amendment in Mines Act / Rules / Regulations pending before Rajya Sabha be expedited.
6. Stop Police Action in case of Mine Accident.
7. Urgent finalization of Regulation for Opencast Mines to curb rising trend of accidents mainly due to HEMM / traffic / transport related accidents.
8. Ratification of ILO Convention No. 176.
9. One time age relaxation to Mining Diploma Holders for appointment as Mining Sirdar / Overman as they have no avenue in other industry.
10. To implement recommendations of Anjan Hill Mines Court of Enquiry.

(D) Welfare Matters

The state of welfare measures in CIL / Subsidiaries and SCCL is quite dismal. It needs to be enhanced to raise the living standard of employees / families in terms of sanitation / hygiene / medical facilities. Promotion of Games, Sports and Cultural activities, etc. and free education to children of employees upto HSSC (Std.XII). Management must fill-up all the vacancies of Labour Welfare Officer (LWO) with prescribed qualifications to enforce / monitor welfare measures in each mine.

(E) SCCL

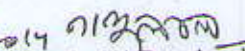
- i) Management must hold regular meetings of JCC and Safety Committees
- ii) Manpower budget be rationalized with more promotional avenues including ex-cadred employees

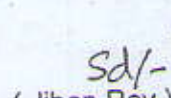

(Rajendra Prasad Singh)
INTUC

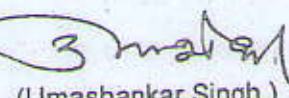

(Surendra Kumar Pandey)
BMS

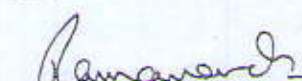

(RC Singh)
AITUC

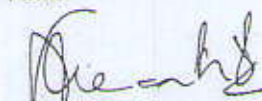

(SQ Zama)
INTUC


(Nathulal Pandey)
HMS


(Jibon Roy)
CITU


(Umashankar Singh)
HMS


(DD Ramanandan)
CITU


(Lakhnial Mahato)
AITUC


(PK Dutta)
BMS