



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

Ref.No.CIL:XI(D):04157:2014:7921

Dt. 28th Feb'2014

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

Dear Sir,

Sub: Strike Notice.

Reference: ISIN – INE522F01014

Coal Mines officers' Association of India (CMOAI) has served strike a notice for 3 days with effect from 13th March'2014 to 15th March'2014 (Copy of the strike notice is enclosed) against Non-finalization of PRP (Performance Related Pay), New Pension Scheme and other Demands. Efforts are being made to reconcile the same.

This is for your information and records please. This is as per clause 36 of the Listing Agreement

Yours faithfully,


28/2/14

(M.Viswanathan/एम.विस्वनाथन)

Company Secretary/कंपनी सचिव

& Compliance Officer/कम्प्लायंस ऑफिसर

Encl: As above



Coal Mines Officers' Association Of India

Regn. No. 11502 of WB Under The Trade Union Act-1926
Regd. Office : Ukhra - 713363, Dist. Burdwan (West Bengal)

Ref. No. CMOAI/Apex/SG/13-14/116

Date 24.02.14

President
V.P. Singh
9425533106
07759249013 (O)
077592490361 (R)

Secretary General
P.K. Singh
9425531640
9425530215
07752-412687 (R)

Treasurer
Anand Kumar Singh
9987766809
9431323762

Sr. Vice President
M.S. Venkata Rammayya
9491145161
08736-256538 (R)

Saurabh Dubey
9423103749
07122512353 (O)

Joint Secretary General
U. Das
9470597072
9432231811

N. Gopalkrishnan
9422908789
07175-285046 (O)
07175-285049 (R)

Joint Treasurer
Bishwa Mohan Sahu
9438878288
9437307617

To,
The Chairman,
Coal India Limited,
10, Netaji Subhas Road,
Kolkata.

Sub:- Strike-Notice against Non-finalization of PRP and New Pension Scheme and other Demands.

Ref:- Strike Notice No: CMOAI/Apex/SG/13-14/074 Dt: 12/06/2013.

Dear Sir,

This has reference to the Agitation Notice as mentioned above which was deferred subsequent to the firm assurance given to CMOAI by MOC and CIL Management.

You would kindly appreciate the patience of the executives of CIL who have waited for more than 03 years after serving 1st strike notice and more than 02 year after serving 2nd strike notice and more than 06 months from last served strike notice, cited above.

It is well understood fact that, finalization of PRP for CIL is to be given effect at Ministry level for which CMOAI has continuously been following up since long. Significantly, all the Maharatna PSUs except Coal India Limited have already been given orders for Payment of Performance Related Pay (PRP) by their concerned Ministries and the payment has already been made, whereas the Ministry of Coal in spite of our earnest repeated request has failed to finalize the same for Coal India executives.

It is an irony that at one hand Coal India Limited has paid a whopping Interim Dividend including Dividend distribution Tax to the tune of approximately Rs.19,000 Crores to the Government of India, which alone is about 65% of the entire Dividend & Dividend Taxes paid by all PSUs together to the Central-Government over the same period of time and at the other hand inspite of continuous outstanding performance of Coal India as a whole, its executives have been deprived from performance dividend. It is pertinent to mention that above payment by Coal India Limited to the Government of India has successfully reduced fiscal deficit of Government of India by nearly 0.2% in this crucial period.

Contd.....P/2.



Coal Mines Officers' Association Of India

Regn. No. 11502 of WB Under The Trade Union Act-1926
Regd. Office : Ukhra - 713363, Dist., Burdwan (West Bengal)

Ref. No.

Date

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Similarly, New Pension Scheme which is a part and parcel of the pay package has not been implemented by CIL on the plea of non-receipt of approval from respective administrative Ministry. We would like to draw your kind attention towards the minutes of the meeting held between Minister of Coal, in presence of CIL management and CMOAI. The meeting was chaired by Hon'ble Minister of Coal and its minutes was circulated vide diary No: 49029/66/2011-PRIW-II, Dated: 1st Nov'2011, Govt. of India, Ministry of Coal, New Delhi, at point No: C about New Pension Scheme, the contents of the minutes are appended below:

QUOTE

"Regarding the accruing of 9.84% of pay (Basic + DA) against New Pension Scheme, the management explained that New Pension Scheme has already been formulated and approval of Ministry of Coal has been sought. The Hon'ble Minister assured the officers that the same would be expedited and directed the ministry to accord approval at the earliest, possibly by month end."

UNQUOTE

The same was communicated to Secretary Coal vide our letter No: 052 Dated: 26.09.2012. and subsequently also raised in meeting with officials of MOC, but in spite of continuous assurance, the same could not get materialized till date even though it ought to have materialized by 30th November 2011 itself. The reason for delay in the process may be best known to the ministry officials, only.

In spite of our genuine efforts and active persuasion so far at every level, we have been forced to remain at bay and watch the all these mishappenings with absolute frustration only as mute and helpless spectators. On one hand CIL has been conferred with the MAHARATNA Status and on the other hand the genuine grievances of the executives of CIL are not redressed timely and effectively, resulting in de-motivation, frustration etc. among the executives of CIL.

It is painful that we are compelled to resort to a lawful agitation course of action, as decided in the Central executive Committee meeting held at CMPDIL Ranchi on 23.02.2014, we are constrained to communicate you our Strike Notice wef 13th March 2014 to meet our genuine and justified demands as enumerated below :-

Contd.....P/3.

Coal Mines Officers' Association Of India

Regn. No. 11502 of WB Under The Trade Union Act-1926
Regd. Office : Ukhra - 713363, Dist. Burdwan (West Bengal)



Date

Ref. No.

President
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077592490361 (R)

Page No III 3.

CHARTER OF DEMANDS

Secretary General

P.K. Singh
9425531840
9425530215
07752-412697 (R)

A. PERFORMANCE RELATED PAY

1. Finalization and payment of PRP pending for the period 2007-08, 2008-09, 2009-10, 2010-2011, 2011-2012, 2012-2013 and onward without further delay with 8.5% of compound interest or average compound rate of return on investments of cash reserve of the company whichever is higher.
2. Immediate refund of recovered PRP advance from retired executives and stop recovery of PRP advance from retiring executives to reduce the financial hardship.

Treasurer
Anand Kumar Singh
8987766809
9431323762

B. NEW PENSION SCHEME:

1. Immediate implementation of new pension scheme arising out 9.84% of Basic+DA. The amount so arrived at the time of investment through fund manager under new pension scheme should be credited along with compound interest @8.5% or average compound rate of return on investment whichever is higher.
2. Immediate payment to retired executives from provision made by company against new pension scheme with a compound interest @8.5% or average compound rate of return on investment whichever is higher.

Sr. Vice President
M.S. Venkata Rammayya
9491145161
08736-256538 (R)

C. REMOVAL OF PAY ANOMALY OF DIFFERENT GRADES IN GENERAL AND PARTICULARLY IN JUNIOR GRADES.

Saurabh Dubey
9423103749
07122512353 (O)

D. CAREER GROWTH OF ALL GRADES OF MINING AND NON-MINING DISCIPLINE.

Joint Secretary General

U. Das
9470597072
9432231911

E. ALL OTHER DEMANDS VIDE ERALIER NOTICE NO. CMOAI/APEX/SG/13-14/074 Dtd 12.06.2013.

N. Gopalkrishnan
9422908789
07175-285046 (O)
07175-285049 (R)

We sincerely hope that good sense prevails and the Govt. of India and Management of CIL as well will ensure that our genuine demands are meted out forthwith; otherwise the Executives of Coal India Limited will have no option but to resort to direct action as per our unanimous decision as specified below.

AGITATION PROGRAMME

1. 03 (Three) Day's strike from 13.03.2014 to 15.03.2014.
2. Indefinite Strike on any day thereafter.

Contd....P/4.

Joint Treasurer
Bishwa Mohan Sahu
9438676288
9437307617



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Joint Treasurer
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For the colossal loss, disruption of entire activity in Coal India Limited, failure in observance of Coal Mines Act and Coal Mines Regulations and for any mishap in or around the Mines, during Coal Executives refraining from the duty during 13.03.2014 to 15.03.2014 or subsequent thereafter in case of an indefinite strike the Management of Coal India Limited & the concerned Ministry, shall wholly and solely be responsible.

The direct action will be no different than an unwanted struggle imposed on Coal Executives consequent upon indifferent attitude, inaction and breach of trust on the part of concerned authorities. Therefore, for any consequences on account of direct action, the responsibility will completely rest with the Coal India Limited & Ministry of Coal.

We therefore appeal you and all concerned to take immediate remedial measures so that the long pending issues are settled expeditiously without any further delay. In case, the demands are not fulfilled latest by 12th March 2014, this letter may be treated as our final notice for strike.

(P.K.SINGH)

SECRETARY GENERAL
CMOAI APEX

(V.P.SINGH)
PRESIDENT
CMOAI APEX

Copy for kind information and necessary action to

1. Hon'ble Prime Minister, GOI, New Delhi
1. Hon'ble Finance Minister, GOI, New Delhi
2. Hon'ble Minister, Ministry of Heavy Industries and DPE, GOI, New Delhi
3. Hon'ble Minister, Ministry of Personnel, Public grievances and Pensions, GOI, New Delhi
4. Hon'ble Minister Ministry of Coal, GOI, New Delhi.
5. Hon'ble Leaders of all political parties in Upper and Lower House of Parliament.
6. Hon'ble Chief Minister of Andhra Pradesh- It is requested to finalize PRP, New pension scheme as per DPE guideline and pay revision of executive of Singareni Collieries Company Ltd; Kothagudem, A.P w.e.f. 1.1.2012.
7. Hon'ble. Minister of State, Ministry of Coal, New Delhi.
8. Cabinet Secretary, GOI New Delhi.
9. Secretary FINANCE/DPE/DOPT/ DOP & PW/DARPGI/ COAL, Govt. of India.
10. Addl. Secretary/ Jt. Secretary (F & A) (Coal), Ministry of Coal, GOI, New Delhi.
11. Chief Secretaries of concerned state where CIL mines and offices are located.
12. DGMS, Dhanbad.

Contd....P/5.



Coal Mines Officers' Association Of India

Regn. No. 11502 of WB Under The Trade Union Act-1926
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Date

President

V.P. Singh

9425533106

07759249013 (O)

077592490361 (R)

~~Confidential~~

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Secretary General

P.K. Singh

9425531540

9425530215

07752-412697 (R)

Treasurer

Anand Kumar Singh

8987786809

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9438879288

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13. D(P&IR), CIL, Kolkata.

14. Director (Technical) CIL, Kolkata: With request to make necessary arrangement for safety of all mines of CIL on 13.03.2014 to 15.03.2014 and in case of indefinite strike there after.

15. D (F) /Director (Marketing), CIL, Kolkata.

16. Registrar of Trade Union, Govt. of West Bengal, Kolkata.

17. DM / DC and SP of the districts concerned where mines and offices of CIL are located.

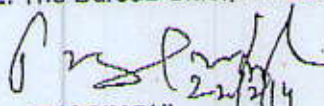
18. Controller of Explosive, Nagpur: With request to make necessary arrangement for safety of all explosive magazines in the command area of CIL and its subsidiaries.

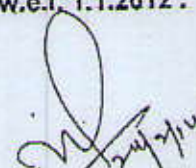
19. All CMDs /Functional Directors of Subsidiaries of CIL

20. CMD/D(P), Singareni Collieries Company Ltd; Kothagudem, A.P It is requested to finalize PRP, New pension scheme as DPE guideline and pay revision of executive of SCCL Kothagudem, A.P w.e.f. 1.1.2012.

21. Director-in-Charge, NEC, Guwahati.

22. The Bureau Chief, Print/Electronic media.


(P.K.SINGH)
22/2/14
SECRETARY GENERAL


(V.P.SINGH)
PRESIDENT