

**MEMORANDUM
OF
AGREEMENT**

NATIONAL COAL WAGE AGREEMENT - V

**JOINT BIPARTITE COMMITTEE
FOR
THE COAL INDUSTRY**



**CALCUTTA
19TH JANUARY, 1996**

INDEX

JOINT BIPARTITE COMMITTEE FOR THE COAL INDUSTRY
NATIONAL COAL WAGE AGREEMENT - V
DATED 19-1-1996

Sl. No.	Subject	Page No.
1	Preamble	1 to 3
2	Name of Parties (Constitution of JBCCI-V)	4 to 5
3	Chapter- I Scope & Coverage	6
4	Chapter - II Wage, Wage structure & Dearness Allowance 2.0 Component of wage 2.2.0 Minimum Wage 2.3.0 Basic wage structure 2.3.3 Wages for Piece rated workers 2.4.0 Attendance Bonus 2.5.0 S.D.A 2.6.0 F.D.A 2.7.0 V.D.A 2.8.0 Minimum Guaranteed Benefit 2.9.0 Fitment in the revised scale of pay for Time rated and monthly pay scales. 2.10.0 Date of Annual increments Revised NCWA-V Pay scales -Annexure - IIA Revised Pay scales for Assam Coalfields, NCWA-V- Annexure-IIB	7 to 15
5	Chapter - III Wage rates, work norm etc., for Piece rated workers 3.0.0 Work norms and job description 3.2.0 The rates of wages and workload for different groups of Piece rated workers. 3.5.0 Fall back wages 3.6.0 Mechanised Face crew/Multi-skilled job 3.7.0 P.R. Trammers 3.8.0 Other 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, SPRA/Fitment of Piece rated workers in the revised group wages. 3.11.3 Special Piece Rated Allowance 3.12.0 Grant of one Addl. SPRA to the Piece rated workers who remained in the same group for a period of 10 years or more. 3.13 Grant of an amount equivalent to one additional SPRA for Pension Fund. Note to para 3.12.0 Annexure IIIA Revised Basic wage rates for Piece rated workers. Annexure IIIB Workload- Rates of wages for Piece rated workers of Assam.	16 to 24

6	Chapter - IV Under-ground Allowance	25
7	Chapter - V. Other Allowances Washing Allowance, Transport Subsidy Addl.Transport Subsidy, Difficulty Allowance, Thin Seam Allowance Rate of payment Working in heavy watery condition-Underground , Travelling over steep gradients , City Compensatory Allowance	26 to 28
8	Chapter - VI. Leave and National/Festival Holidays 6.0 .0 Annual leave with wages 6.3.0 Accumulation of Earned leave/Annual leave with wages. 6.4.0 Sick leave	29 to 30
9	Chapter - VII. Return Railway fare and Leave travel benefit 7.1.0 RRF/LTC 7.2.0 LLTC 7.3.0 Class of entitlement	31 to 32
10	Chapter - VIII. House rent Allowance 8.1.3 House rent allowance for employees in urban areas 8.2.0 House rent recovery 8.3.0 Recovery of Electricity charges	33 to 36
11	Chapter IX. Social Security 9.1.0 Life Cover Scheme 9.2.0 Workmens' Compensation Benefits 9.3.0 Provision of employment to dependants 9.4.0 Employment to one dependant of a worker who is permanently disabled in his place 9.5.0 Employment /Monetary compensation to female dependants 9.6.0 Pension	37 to 43
12	Chapter X. Housing, Watery supply, Medical and Educational facilities 10.1.0 Housing 10.2.0 Water supply 10.3.0 Medical facilities 10.4.0 Ambulances 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	44 to 48
13	Chapter XI. Production, Productivity, Efficiency and Industrial harmony	49 to 51

NATIONAL COAL WAGE AGREEMENT-V

PREAMBLE

- 0.1 The wage structure and other conditions of service including fringe benefits of the employees in the Coal Industry are at present 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, the National Coal Wage Agreement-I, II, III and IV dated 11th December, 1974, 11th August, 1979, 11th November, 1983 and 27th July, 1989 respectively. The provisions of NCWA-I were in operation with effect from 1st January, 1975 to 31st December, 1978, those of NCWA-II from 1st January, 1979 to 31st December, 1982 & NCWA-III from 1st January, 1983 to 31st December, 1986 and those of NCWA-IV from 1st January, 1987 to 30th June, 1991.
- 0.2 As the operation of the National Coal Wage Agreement-IV was upto 30th June, 1991, Joint Bipartite Committee for the Coal Industry (JBCCI-V) was to be constituted. It, however, could not be constituted on account of various constraints particularly in view of the fact that the Hon'ble High Court of Judicature Calcutta had granted an interim stay order in CR No.16108(W) of 1992 restraining the management of Coal India from constituting such committee. The interim stay order was vacated by the Hon'ble High Court of Judicature, Calcutta on the 10th November, 1994 and on 11th November, 1994 JBCCI-V was constituted (Annexure -IA) consisting of the representatives of the Management and Unions/workers as under:-

**Name of the
Organisation**

**No. of
Members**

Representing Management.

(a)	Coal India Ltd. and its Subsidiaries	9
(b)	Singareni Collieries Co. Ltd.	1
(c)	Tata Iron & Steel Co. Ltd.	1
(d)	Indian Iron & Steel Co. Ltd.	1

Representing Workers

(a)	Indian National Trade Union Congress	4
(b)	All India Trade Union Congress	2
(c)	Centre of Indian Trade Unions	2
(d)	Hind Mazdoor Sabha	2
(e)	Bharatiya Mazdoor Sangh	2

In the mean time deliberations continued in the Core Group to arrive at an amicable settlement over the consolidated charter of demands submitted by the Central trade unions.

- 0.3 The charter of demands submitted by the aforesaid unions were integrated and while the matter was under discussion, the workmen/trade union representatives pressed for payment of Interim Relief to the workmen on account of delay in finalising the agreement.
- 0.4 In the meetings held with the unions on 27th January, 1994 and 8th February, 1994 it was agreed to pay Interim Relief of Rs.100/- per month to the employees covered under NCWA with effect from 1st July, 1991 on pro-rata attendance basis.

0. 5 Later on it was agreed to increase the Interim Relief to 10% of Basic plus FDA as on 30.6.1991 subject to a minimum of Rs.150/- inclusive of Rs.100/- already paid as at 0.4 above (Annexure-II , I B & I C).

The parties continued to negotiate and after protracted negotiations, the parties arrived at an agreement - the terms of which are set out in the following Chapters.

**COAL INDIA LIMITED
COAL BHAWAN
10, NETAJI SUBHAS ROAD
CALCUTTA - 700 001**

No. CIL:C-5B:JBCCI-V:3858

Dated. 11th November, 1994.

Sub: Re-constitution of Joint Bipartite Committee for the
Coal Industry for negotiating National Coal Wage
Agreement - V.

In terms of letter No. 49011:2:91-PRT:IR dated 9th July, 1992 from Ministry of Coal, Govt. of India & consequent upon vacation on 10th November, 1994 of Interim stay orders granted on 25.9.1992 & 2.10.1992 by Hon'ble High Court of Calcutta in CR No. 16108 (W) of 1992 between NFITU and Anr. vs. Union of India and Ors. the JBCCI for negotiating NCWA-V is hereby constituted with following representatives from the management of Coal Companies and five Central Trade Unions.

<u>Sl. No.</u>	<u>Name of the Members</u>	<u>Organisation</u>
1.	Shri S.K. Chowdhary, Chairman, CIL	Coal India Ltd./ Chairman (Ex-officio) CIL
2.	Shri R.N. Mishra, CMD, ECL	CIL
3.	Shri P.K. Sengupta, Director (F), CIL	CIL
4.	Shri U. Kumar, CMD, SECL	CIL
5.	Shri I.B. Pandey, Dir-Incharge, NEC	CIL
6.	Shri S.S. Roy, Dir (P), CCL	CIL
7.	Shri CH Khisty, Dir (P), BCCL	CIL
8.	Shri PO Haridas, Dir (Fin), NCL	CIL
9.	Shri S. Pandey, Vice President	TISCO
10.	Shri P.T. Thomas, Director (P)	SCCL
11.	Shri P.R. Merh, Director RM	SAIL/IISCO
12.	Shri R.A.P. Singh, Director (P&IR)	CIL - Member Secy.

REPRESENTING WORKMEN

MEMBER

INMWF (INTUC)

13. Shri Rajendra Prasad Singh, MLA & General Secretary, INMWF
14. Shri S. Das Gupta, Adviser, INMWF
15. Shri Damodar Pandey, Vice President, INMWF
16. Shri S.Q. Zama, Jt. Gen. Secretary, INMWF

ALTERNATE MEMBERS

- (1) Shri O.P. Lal, Asstt. Gen. Secy., INMWF
- (2) Shri PK Pradhan, Vice President, INMWF
- (3) Shri Provat Goswami, Vice President, INMWF
- (4) Shri B. Venkata Rao, Vice President, SCMLU

IMWF(AITUC)

17. Shri Shafique Khan, Jt. Gen. Secretary, IMWF
18. Shri Sunil Sen, General Secretary IMWF

ALTERNATE MEMBERS

- (1) Shri M. Kumaraiya, Gen. Secy., SCWU
- (2) To be nominated.

AICWF (CITU)

19. Dr. M.K. Pandhe, Genl. Secy., AICWF (CITU)
20. Shri S.K. Bakshi, Gen. Secretary/BCKU

ALTERNATE MEMBERS

- (1) To be nominated.
- (2) -do-

H.K.M.F. (HMS)

21. Shri Jayanta Podder, Vice President, HMS
22. Shri Nathulal Pandey, Gen. Secy./MPKMS (HMS)

ALTERNATE MEMBERS

- (1) To be nominated.
- (2) -do-

ABKMS (BMS)

23. Dr. B.K. Rai, President, ABKMS (BMS)
24. Shri M.A. Rawal, Gen. Secy./ABKMS (BMS)

ALTERNATE MEMBERS

- (1) Shri Kumar Arjun Singh, Jt. Genl. Secy., ABKMS (BMS)
- (2) Shri Chintal Surya Narayana, Jt. Genl. Secy., ABKMS (BMS).

Sd/-
(S.K. CHOWDHARY)
CHAIRMAN

Distribution

- (1) All Members.

CHAPTER -I

1.0 SCOPE AND COVERAGE

- 1.1 The Agreement shall be called the National Coal Wage Agreement-V.
- 1.2 This Agreement shall cover all categories of employees in the Coal Industry who have been covered by the National Coal Wage Agreement-I, II, III and IV 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, dearness allowance, fitment in the revised scale of pay, pension, fringe benefits, such service conditions and other allied matters including welfare measures as contained in the different Chapters of this Agreement.

CHAPTER - II

WAGES, WAGE STRUCTURE AND DEARNESS ALLOWANCE

2.0 COMPONENTS OF WAGE

2.1.0 The wage structure of employees in the Coal Mining Industry shall consist of -

- (a) Basic Wage
- (b) Attendance Bonus at 10% of Basic Wage
- (c) Special Dearness Allowance(SDA) at the rate of 17.95% of Attendance Bonus or 1.795% of Basic wage representing computed fringe benefits on attendance bonus such as contribution to provident fund, payment in lieu of profit sharing bonus, gratuity etc.
- (d) Fixed Dearness Allowance of Rs.238.18 per month or Rs.9.16 per day; and
- (e) Variable Dearness Allowance linked to the All India Consumer Price Index Number for Industrial Workers (Base 1960=100) (hereafter called Index Number) adjustable quarterly depending on variation in consumer price index number above 994.

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 this Agreement shall be Rs.2138.70 per month or Rs.82.27 per day at the All India Average Consumer Price Index Number for Industrial workers (Base 1960=100) at 994. This amount includes the minimum guaranteed benefit of Rs.235/- per month or Rs.9.04 per day inclusive of Interim Relief.

2. 2. 2 The break up of the minimum wage of Rs.2138.70 p.m. or Rs.82.27 per day as on 1st July,1991 linked to AICP Index No.994 will be as indicated below :-

		Per Day (Rs.)		Per Month (Rs.)	
		Pre-revised	Revised	Pre-revised	Revised
(a)	Basic Wage/Pay	38.47	65.40	1000.22	1700.00
(b)	Attendance Bonus @ 10% of basic wage	3.85	6.54	100.02	170.00
(c)	Special DA	0.69	1.17	17.95	30.52
(d)	Fixed DA	7.17	9.16	186.31	238.18
(e)	Variable DA	23.05	-	599.20	-
T o t a l		73.23	82.27	1903.70	2138.70
Minimum Guaranteed Benefit inclusive of Interim Relief.		9.04		235.00	
T O T A L		82.27		2138.70	

Note: Conversion from monthly to daily and rounded off to two decimal places.

2. 2. 3. The Fixed Dearness Allowance under this Agreement is related to Index No.994 for Industrial Workers (Base 1960=100). The Variable Dearness Allowance will vary according to the shift of the Consumer Price Index Number over 994.

2. 3. 0 *Basic Wage Structure*

2. 3. 1 The revised basic wage structure for different categories, skills and grades, covering daily rated including excavation, other establishments and monthly rated employees as worked out on the basis of this Agreement are detailed at Annexure-IIA.

2.3.2 The revised basic wage structure for different categories, skills and grades covering both daily rated and monthly rated workers for Assam Coalfields including Excavation are incorporated in Annexure-IIB.

2.3.3 ***Wages of Piece-Rated Workers***

The rates of basic wages of different groups 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 along with wages, the quarterly bonus shall not attract any other fringe benefits.

2.5.0 ***Special Dearness Allowance***

In view of the Agreement already reached under National Coal Wage Agreement-II, III & IV that the Attendance Bonus shall attract fringe benefits such as Provident Fund, payment in lieu of profit sharing bonus 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.1700/- as computed would be Rs.30.52. The computed fringe benefits on Attendance Bonus called Special Dearness Allowance will also attract all fringe benefits applicable to dearness allowance.

2. 6. 0 ***Fixed Dearness Allowance***

There will be a Fixed Dearness Allowance of Rs.238.18 per month or Rs.9.16 per day which is linked to Index No.994 for Quarter ending March, 1991.

2. 7. 0 ***Variable Dearness Allowance***

2. 7. 1 In addition to the SDA and FDA, there will be Variable Dearness Allowance linked to the shift of Index number over 994 adjustable quarterly depending on the rise or fall of Index number.

2. 7. 2 The amount of Variable Dearness Allowance as on 1.7.1991 at Index No. 994 will be nil.

2. 7. 3 The Variable Dearness Allowance 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 the average of the All India Consumer Price Index Number for the quarter ending December (Oct-Dec), March (Jan-March), June (Apr-June) and September (July-Sep) respectively.

2. 7. 4 In arriving at the average index for the quarter, any fraction in the above average will be rounded off to the nearest higher integer (e.g.) if the average index number of a quarter is 1100.4 it will be rounded off to the next higher integer namely 1101.00.

2. 7. 5 The rate of increase or decrease of Variable Dearness Allowance (VDA) will be at the rate of Rs.2/- per point per month or 0.0769 paise per day for each point of rise or fall in the quarterly index above 994 in respect of all employees. However, in so far as the revision of VDA is concerned it will be governed by the Govt. of India's guidelines in this regard.

2. 8. 0

Minimum Guaranteed Benefit.

All employees covered by this Agreement who are on the rolls of different units of Coal Companies as on 30th June, 1991 and continued to be on the rolls on 1.7.1991 will be given a minimum guaranteed benefit of 10% of basic + FDA as on 30.6.1991 subject to a minimum of Rs.150/- plus Rs. 85/- per month, i.e. Rs.235 per month, which is inclusive of the Interim Relief paid w.e.f. 1.7.1991.

2. 9. 0

Fitment in the Revised Scale of Pay for Time rated & Monthly pay scales:

2. 9. 1

For the purpose of fitment in the revised scales of pay/wages, to the existing total emoluments of an employee as on 30.6.1991 (comprising of basic wage, attendance bonus, FDA, Special DA, Variable DA & Interim Relief) will be added an amount of Rs.85/- in the case of monthly rated employees or Rs.3.27 per day in the case of daily rated employees. The total so arrived at will be divided into Basic Wage, Attendance Bonus at the rate of 10% of basic wage, Special DA which is the computed fringe benefits on Attendance Bonus at 17.95% of attendance bonus, Fixed DA of Rs.238.18 per month or Rs.9.16 per day and an employee will be fitted at the corresponding stage in the revised wage scale. If the new basic wage is below the minimum of the revised wage scale, then the employee will be given the minimum of the revised scale. If the new basic is in between two stages of the revised wage scale, then the employee will be fitted at the next higher stage in the revised wage scale. In case an employee is drawing personal pay in addition to basic pay, the amount of personal pay will also be taken into account in existing total emoluments as on 30.6.1991 and the concerned employee will be fitted in the new scale in the same manner as has been stated herein above.

2. 9. 2 A few illustrations of fitment of employees in the revised scale of pay with fitment benefit are given in Annexure II 'C'.
2. 10. 0 ***Date of Annual Increments***
2. 10. 1 The anniversary date of increment of employees in the revised grades will remain the same as has been agreed to under NCWA-II, III & IV viz., 1st of March and 1st of September each year.
2. 10. 2 Employees who have joined the coal companies on or after 1.7.1991 and/or who have got different dates of increment, their increments will fall due on the anniversary date of their last increment.
2. 10. 3 The amount already drawn in the existing scales under NCWA-IV including interim relief/increment/stagnation increment etc., from 1st July, 1991, would be adjusted from the amount that have become due in terms of the revised wages.
2. 10. 4 Employees who reach or are fitted at the maximum or exceed the maximum of the revised scale in the revised wage structure on 1st July, 1991 or reach the maximum of the revised scale at any time during or after the period of this agreement will be allowed annual increment equivalent to the last incremental rate in the revised scales on the due date every year till the next settlement.
2. 11. 0 Upgradation of Daily Rated & Monthly Rated employees who have remained in the same category/grade for 10 years or more
2. 11. 1 Daily rated and monthly rated employees who have remained in the same category/grade for a period of 10 years or more would be upgraded in the next higher category/grade and such upgradation will take effect from 1st July, 1994 and thereafter on 1.7.1995. Monthly

rated employees in T&S Gr.A and Daily rated employees in Excavation Special who have remained in the same grade/category for a period of 10 years or more will be paid an amount equivalent to one increment in lieu of upgradation with effect from 1st July, 1994 and thereafter w.e.f. 1.7.95.

2. 11. 2 It is further agreed that if any reduction in the period of 10 years for the purpose of upgradation is mutually decided later, the same will be effective from 1.1.1996. Such upgraded employees will continue to do the existing job.

2. 12 .0 It has further been agreed that an amount equivalent to one increment will be granted on 1.7.1995 to all existing employees (Daily-rated, Excavation category, Monthly-rated and Clerical Grades) who have completed atleast one year's service as on 30.6.1995 and this amount will be diverted to Coal Mines Pension Fund.

The above additional amount will continue to be diverted to Coal Mines Pension Fund every month.during the service period of the employee concerned.

Those who come into employment on or after 1.7.1995 will pay an amount equivalent to one increment of their respective grade.

Annexure - II A
(vide clause 2.3.1)

Existing NCWA-IV Pay Scales		Revised NCWA-V Pay Scales w. e. f. 1.7.1991	
A. DAILY RATED WORKERS.			
Category			
I.	Rs. 38.47 - 0.70 - 48.27	Rs. 65.40 - 1.08 - 80.52	
II.	Rs. 39.34 - 0.85 - 51.24	Rs. 66.86 - 1.33 - 85.48	
III	Rs. 40.78 - 1.08 - 55.90	Rs. 68.90 - 1.72 - 92.98	
IV	Rs. 42.18 - 1.32 - 60.65	Rs. 70.30 - 2.12 - 99.98	
V	Rs. 44.50 - 1.62 - 67.18	Rs. 73.22 - 2.64 - 110.18	
VI	Rs. 47.70 - 2.12 - 77.38	Rs. 76.42 - 3.54 - 125.98	
B. EXCAVATION			
Category			
Spl.	Rs. 57.38 - 3.08 - 97.42	Rs. 90.09 - 5.39 - 160.16	
A	Rs. 53.58 - 2.88 - 93.90	Rs. 85.72 - 5.04 - 156.28	
B	Rs. 50.47 - 2.62 - 87.15	Rs. 80.75 - 4.55 - 144.45	
C	Rs. 48.60 - 2.31 - 80.94	Rs. 77.32 - 3.85 - 131.22	
D	Rs. 45.90 - 1.77 - 70.68	Rs. 74.62 - 2.95 - 115.92	
E	Rs. 41.63 - 1.15 - 57.73	Rs. 69.75 - 1.85 - 95.65	
C. MONTHLY RATED (Tech. & Supervisory and Miscellaneous Scales).			
Grade.			
A	Rs. 1387 - 75 - 2137 - 80 - 2537	Rs. 2220 - 132 - 3540 - 140 - 4240	
B	Rs. 1290 - 68 - 1834 - 74 - 2426	Rs. 2064 - 118 - 3008 - 130 - 4048	
C	Rs. 1222 - 60 - 1702 - 66 - 2230	Rs. 1990 - 100 - 2790 - 110 - 3670	
D	Rs. 1158 - 48 - 1542 - 58 - 2006	Rs. 1905 - 80 - 2545 - 96 - 3313	
E	Rs. 1095 - 37 - 1613	Rs. 1826 - 60 - 2666	
F	Rs. 1075 - 30 - 1495	Rs. 1806 - 48 - 2478	
G	Rs. 1050 - 27 - 1428	Rs. 1781 - 43 - 2383	
H	Rs. 1027 - 23 - 1349	Rs. 1743 - 36 - 2247	
D. CLERICAL GRADE			
Spl.	Rs. 1290 - 68 - 1834 - 74 - 2426	Rs. 2064 - 118 - 3008 - 130 - 4048	
I	Rs. 1222 - 60 - 1702 - 66 - 2230	Rs. 1990 - 100 - 2790 - 110 - 3670	
II	Rs. 1158 - 48 - 1542 - 58 - 2006	Rs. 1905 - 80 - 2545 - 96 - 3313	
III	Rs. 1095 - 37 - 1613	Rs. 1826 - 60 - 2666	

PAY SCALES FOR ASSAM COALFIELDS

(vide clause 2, 3, 2)

Existing NCWA-IV Pay - scales		Revised NCWA-V Pay scales w. e. f. 1. 7. 1991
A. DAILY RATED WORKERS.		
Category		
I.	Rs. 44.24 - 0.81 - 55.58	Rs. 75.21 - 1.24 - 92.57
II.	Rs. 45.24 - 0.98 - 58.96	Rs. 76.89 - 1.53 - 98.31
III	Rs. 46.90 - 1.24 - 64.26	Rs. 79.24 - 1.98 - 106.96
IV	Rs. 48.50 - 1.52 - 69.78	Rs. 80.85 - 2.44 - 115.01
V	Rs. 51.18 - 1.86 - 77.22	Rs. 84.20 - 3.04 - 126.76
VI	Rs. 54.86 - 2.44 - 89.02	Rs. 87.88 - 4.07 - 144.86
B. EXCAVATION		
Category		
Spl.	Rs. 65.99 - 3.54 - 112.01	Rs. 103.60 - 6.20 - 184.20
A.	Rs. 61.62 - 3.31 - 107.96	Rs. 98.58 - 5.80 - 179.78
B	Rs. 58.04 - 3.01 - 100.18	Rs. 92.86 - 5.23 - 166.08
C	Rs. 55.89 - 2.66 - 93.13	Rs. 88.92 - 4.43 - 150.94
D	Rs. 52.79 - 2.04 - 81.35	Rs. 85.81 - 3.39 - 133.27
E	Rs. 47.87 - 1.32 - 66.33	Rs. 80.21 - 2.13 - 110.03
C MONTHLY RATED (Tech. & Supervisory and Miscellaneous Scales).		
Grade.		
A.	Rs. 1595 - 86 - 2455 - 92 - 2915	Rs. 2553 - 152 - 4073 - 161 - 4878
B	Rs. 1483 - 78 - 2107 - 85 - 2787	Rs. 2374 - 136 - 3462 - 150 - 4662
C	Rs. 1405 - 69 - 1957 - 76 - 2565	Rs. 2289 - 115 - 3209 - 127 - 4225
D	Rs. 1332 - 55 - 1772 - 67 - 2308	Rs. 2191 - 92 - 2927 - 110 - 3807
E	Rs. 1259 - 42 - 1847	Rs. 2100 - 69 - 3066
F	Rs. 1236 - 35 - 1726	Rs. 2077 - 55 - 2847
G	Rs. 1207 - 31 - 1641	Rs. 2048 - 49 - 2734
H	Rs. 1181 - 26 - 1545	Rs. 2005 - 41 - 2579
D. CLERICAL GRADE		
Spl.	Rs. 1483 - 78 - 2107 - 85 - 2787	Rs. 2374 - 136 - 3462 - 150 - 4662
I	Rs. 1405 - 69 - 1957 - 76 - 2565	Rs. 2289 - 115 - 3209 - 127 - 4225
II	Rs. 1332 - 55 - 1772 - 67 - 2308	Rs. 2191 - 92 - 2927 - 110 - 3807
III	Rs. 1259 - 42 - 1847	Rs. 2100 - 69 - 3066

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 Categorisation 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 Rates of Wages for Piece-Rated Miners and Loaders in Madya Pradesh and Maharashtra Coalfields.

3. 3. 1 The existing workload for miners and loaders of Madya 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.53.47	Rs. 63.09
Revised rate w.e.f. 1.7.91	Rs.88.93	Rs.104.93

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 work in excess of the prescribed workload, a piece-rated worker shall be paid pro-rata increase in the basic piece-rate as well as Fixed Dearness Allowance and Special Dearness Allowance.

The new scheme of payment of VDA has come into force with effect from 01.01.1992 payable from 01.03.1992 linked to AICPI 1099. The same will be applicable in this case also.

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-IIIB. In addition they will get SDA, FDA, VDA, SPRA etc. as applicable to them.

3.5.2 There will be a daily review of earnings of piece rated workers to ensure payment of fall back wages 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 fulfil 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 etc. No fall back wage is, however, payable if a worker fails to fulfil the work norms due to his fault.

3. 6. 0 ***Mechanised Face Crew/Multiskilled Job***

The workload and wage rates of mechanised face crew and group of work of multi skilled jobs will be as per the guidelines formulated by the Sub-committee of Multi-skill constituted by JBCCI-V which will submit its recommendation within 6 months.

3. 7. 0 ***PR Trammers***

3. 7. 1 In case of revision of unit rate of trammers effective from 1st July, 1991, 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 basic earnings of trammers is not less than 74.06 (Basic) per day. The workload and rate for trammers 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, fixed dearness allowance, variable dearness allowance, special DA and IR so as to give them a minimum benefit of Rs.85/- per month or Rs.3.27 per day (over and above IR payable) on the average total emoluments inclusive of basic, attendance bonus, fixed DA, VDA, computed fringe benefits on attendance bonus. In evolving the piece-rate, the average number of tubs trammed during the six month's period from 1st January, 1991 to 30th June, 1991 will be taken into consideration.

3. 7. 3 (a) Where the work performance of trammers for a period of six months with effect from 1st January, 1991 is more or less the same as compared to the working norm/standard fixed before the NCWA-V comes into force i.e. prior to 1.7.91, 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 workload should be so adjusted as to ensure that increase in basic earnings does not exceed 67% of the basic earning as on 30th June, 1991.

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 wage 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 of increase of Rs. 26.93 in basis wage per day.

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 and 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 and lift payments will be treated as basic wages for all purposes.

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 Rs. 235/- per month or Rs. 9.04 per day inclusive of interim relief has been taken into account while arriving at the revised group basic wages.

3. 11. 2 It is further agreed that in case some of the employees have drawn higher Interim Relief than the amount calculated on the basis of norm as in para 3. 11. 1, the same will not be recovered from them.

3. 11. 3 *Special Piece-rate Allowance:*

Piece-rated workers who were on rolls on 30th June, 1991 and continued to be so on 1st July, 1991, the following amount as indicated against each group as SPRA will be paid annually in addition to their existing SPRA, to provide motivation for achieving higher productivity. This will be effective from 1.7.1991 :

Group	Rate of Annual SPRA (Rs. per day)	
	As per NCWA - IV	Revised Rates: NCWA -V w. e. f. 1.7. 91
I	Rs. 0.70	Rs. 1.08
II	Rs. 0.80	Rs. 1.26
III	Rs. 1.05	Rs. 1.67
IV	Rs.1.05	Rs. 1.67
V	Rs. 1.32	Rs. 2.12
VA	Rs. 1.32	Rs. 2.12

SPRA already drawn on and from 1st July, 1991 onwards will be adjusted and the piece-rated employees will be entitled to the payment of difference between the rates agreed to herein above and the payment already made to them.

3.11.4 Piece-rated workers appointed on or after 1st July, 1991 will also be entitled to earn the Special Piece-Rate Allowance after completion of one year continuous service in the manner time rated workers are granted annual increment on 1st March, 1st September.

The Special PR Allowance in respect of piece-rated workers appointed on or after 1st July, 1991 will be regulated as under :

- (a) Those who complete one year of service on any day between 1st July, 1992 to 31st August, 1992 will get their 1st SPRA on and from 1st September, 1992.
- (b) Those who complete one year of service on any day between 1st September, 1992 to 28th February, 1993 will get their 1st SPRA on and from 1st March, 1993

3.11.5 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 10 years and more :***

Piece-rated workers who have completed service of 10 years or more in the same group will be given one Additional SPRA with effect from 1.7.1994 and thereafter w.e.f. 1.7.1995. It is further agreed that if any reduction in the period of 10 years for the purpose of upgradation is

mutually decided later, the same will be also applicable to Piece-rated workers effective from 1.1.1996.

3. 13. 0

It has been further agreed that an amount equivalent to one additional SPRA will be granted on 1.7.1995 to all existing piece rated employees who have completed atleast one years' service as on 30.6.1995 and this amount will be diverted to Coal Mines Pension Fund.

The above additional amount will continue to be diverted to Coal Mines Pension Fund every month.during the service period of the employee concerned.

Those who come into employment on or after 1. 7. 1995 will pay an amount equivalent to one SPRA of their respective group.

NOTE to para 3. 12. 0:

Where an employee engaged in 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.

**REVISED BASIC WAGE RATES
FOR PIECE RATED WORKERS****(Vide Clause 3. 2. 0)**

NCWA - IV Rates			Revised NCWA -V Rates (w. e. f. 1st July, 1991)	
Group	Rate	Fall Back Wages	Rate	Fall Back Wages
I	Rs. 38.82	Rs. 38.47	Rs. 65.75	Rs. 65.40
II	Rs. 39.59	Rs. 39.09	Rs. 67.16	Rs. 66.31
III	Rs. 40.79	Rs. 39.93	Rs. 68.91	Rs. 67.45
IV	Rs. 41.13	Rs. 40.18	Rs. 69.25	Rs. 69.25
V	Rs. 42.96	Rs. 41.96	Rs. 71.68	Rs. 71.68
VA	Rs. 43.31	Rs. 43.31	Rs. 72.03	Rs. 72.03
Pr Trammers	Rs. 42.96	Rs. 42.96	Rs. 71.68	Rs. 71.68

**Annexure - III B
(Vide Clause 3. 2. 0)**

WORKLOAD - RATES OF WAGES OF PR WORKERS OF ASSAM

Name of work	Workload	Daily Basic wage rate (Rs.)	Rate per Cu. Ft. (Rs.)
A) Bargolai, Tipong & Ledo			
1. Solid Cutting (Coal)	24 Cu.ft.	78.10	3.25
2. Side Cutting(Coal)	36 Cu.ft.	78.10	2.17
3. Stone Cutting			
(i) Manual	14 Cu.ft	78.10	5.58
(ii) With Drilling & Blasting	22 Cu.ft.	78.10	3.55
B) Fall Back Wages		78.10	
When employed on Hazree		80.85	
C) SPRA will be @ Rs. 2.12 per day			
D) Jeypore/Dilli Collieries			
(i) Composite works as agreed to in the earlier agreements	36 Cu.ft.	79.10	2.20
(ii) Fall back wages When employed on Hazree		79.10 80.85	
(iii) SPRA will be @ Rs.2.12 per day.			

CHAPTER-IV

UNDERGROUND ALLOWANCE

4.1.0 The underground allowance shall continue to be paid to those employees working underground as defined in the Mines Act and regulations framed thereunder.

The underground allowance has been revised and is payable from 1.7.93 at the rate of 20% of revised basic pay minus Rs 600/- per month or Rs 23.076 per day on pro - rata basis. There is no revision of rate of Under Ground allowance for the period from 1.7.91 to 30.6.1993. As such, no additional amount is payable for the period from 1.7.1991 to 30.6.1993 and the amount already paid shall be treated as full and final.

4.2.0 The underground allowance shall be payable from 1.7.1993 at the rate of 20% of (revised basic pay minus Rs.600/- per month or Rs. 23.076 per day) on pro-rata basis.

4.3.0 In case of Assam Coalfields, Underground Allowance shall be payable at the rate of 25% of (revised Basic pay minus Rs.600/- per month or Rs. 23.076 per day) on pro-rata basis.

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 for national/festival holidays.
- (c) Sick leave/ Casual leave with wages.
- (d) Overtime allowance.
- (e) Gratuity and Post Retirement Benefit Scheme.
- (f) Contributions towards CMPF/other contributory Provident Fund.

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 Rs.32/- per head per month with effect from 1.10.1993. In respect of nursing staff, however, the amount of Washing Allowance payable will be Rs.42/- per head per month with effect from 1.10.1993. 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.3.50 per day of actual attendance from 1.10.1993.

5. 2. 2 In the case of an employee transferred 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.3.50 per day of actual attendance with effect from 1.10.1993 as long as he is required to report to the old place of work.

5.3.0. ***Additional Transport Subsidy***

Additional Transport Subsidy/Night Shift Allowance at the rate of Rs.5/- per day of work will be paid from 1.10.1993 to those in the last shift in night whether it is called night shift or third shift or C shift commencing from 10.00 P.M./11.00 P.M. or 12.00 mid-night.

5.4.0 ***Difficulty Allowance***

5.4.1 ***Thin Seam Allowance***

Considering the special difficulties of piece-rated and time rated workers working in the face underground in thin seams the following payment shall be made :-

Rate of Payment

- (i) Seams above 1.5 m. thickness - NIL
- (ii) Seams of 1 metre to 1.5 metres thickness :
 - (a) An amount equal to 5% of revised basic for basket loading and 2.5% of revised basic for shovelling on to conveyer.
 - (b) An amount equal to 2% of the revised basic for time rated and other piece-rated workers required to work at a place where height is between 1 to 1.5 m.
- (iii) Seams below 1 m. thickness : The Management assured that seams below 1 metre 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 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 metres and the average gradient is in excess of 1 in 3, an allowance of Rs.1.25 per shift will be paid to each of the workers working in such a mine or district or section with effect from 1.10.1993. Where such travelling exceeds 2000 metres this allowance will be Rs.2.50 per attendance with effect from 1.10.1993.

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".

5. 5. 0 ***City Compensatory Allowance***

It was decided that CCA will continue to be paid and/or be payable as per Govt.of India's order/direction issued from time to time.

NOTE: It is clarified that the employees of Coal Companies/ establishments stationed for duty in Dhanbad and other coalfield areas, who are in receipt of concessions, such as free fuel/free house etc. will not be entitled to City Compensatory Allowance.

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.

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 leaves would, however, not earn any further leave.

6.2.0 The prevalent practices in respect of Earned Leave, Casual Leave and paid festival holidays will, however, continue if more favourable.

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 upto 80 days.

6.4.0 *Sick Leave*

6.4.1 The existing provisions relating to Sick Leave namely 15 days with full pay in a calendar year will continue. Sick leave with full pay will accumulate upto 70 days.

6. 4. 2 Grant of Special Leave to employees suffering from Heart disease, TB, Cancer, Leprosy & Paralysis.

(a) Employees suffering from Heart Disease, TB, Cancer, Leprosy and Paralysis shall be granted leave at 50% of basic pay, FDA, 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 of aforesaid ailments (Heart disease, TB, Cancer, Leprosy and Paralysis), such of the employees shall be granted further leave at 50% of basic pay, FDA, 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 with immediate effect.

6. 4. 3 An employee suffering from Heart disease and advised rest by Specialist will be entitled to the above leave with half pay upto a period of 6 months on the recommendations of the Company Medical Officer.

6. 5. 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. 6. 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. / LTC*

7.1.1 Currently employees are entitled to LTC & LLTC once in a block of 4 years. LTC may be availed of for 4 adult units 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: It is agreed that those employees who are availing RRF will be given one more chance to opt for LTC in lieu of RRF on or before 31.12.1995.

7.1.2 The existing system with regard to payment of RRF/LTC/LLTC will continue.

7.2.0 *L. L. T. C.*

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 4 (four) adult units.

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 "Family" as laid down in the existing rules.

7. 3. 0 *Class of Entitlement*

7. 3. 1 In view of the change in salary structure, the entitlement of First class railway fare will be Rs.1830/- (basic pay) per month in respect of RRF and Rs.1854/- (basic pay) per month in respect of Leave Travel Concession/LLTC . In other words, employees drawing a basic pay of less than Rs.1830/- (basic pay) per month will be entitled to RRF of second class and in respect of LTC/LLTC those drawing less than Rs.1854/- (basic pay) p.m. will be entitled to second 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 45/- per month will be increased to Rs.60 /- per month with effect from 1.10.1993 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 houses individually will be eligible for house rent allowance at the rate of Rs.60/- per month.
 - (i) Any pucca house consisting of one or more rooms with common or seperate 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.30.00 per mont per head.
- (c) Unauthorised occupants of house will not be entitled to any house rent allowance until they vacate the houses.

- (d) 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. 60/- per month.
- (e) 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.60/- per month.
- (f) Where husband and wife both happen to be employees and where any one of them is allotted a house of the type referred to in Clause (a) above, they shall not be entitled to house rent allowance.
- (g) 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 seperate or common latrine/ bathroom.

8. 1. 3 *House Rent Allowance for Employees in Urban Areas*

In case of employees getting house rent allowance in urban areas, the same will be paid at the following rates with effect from 1st July, 1991 (as per reclassification of cities/towns as circulated vide i.l. No. 46 dt. 26th August, 1993 of NCWA-IV) :

Sl. No.	Class of Cities	Name of Cities	House Rent Allowance Rates per month
1.	'A'	Ahmedabad, Bangalore, Bombay, Calcutta, Chandigarh, Hyderabad, Kanpur(UA), Lucknow(UA), Madras, Nagpur and New Delhi.	25% of Basic pay

Sl. No.	Class of Cities	Name of Cities	House Rent Allowance Rates per month
2.	'B'	Bhopal, Indore, Jaipur, Ludhiana, Madurai, Patna, Puna, Surat, Varanasi	20% of basic pay
3.	'B-2'	Allahabad, Bhubaneswar, Cuttack, Durgapur, Gaziabad, Gorakhpur, Guwahati, Jabalpur, Jamshedpur, Jodhpur, Mysore, Nasik, Raipur (UA), Ranchi, Srinagar, Thiruvananthapuram (UA), Vijaywada (UA), Visakapatnam	15% of basic pay
4.	'C'	Asansol(UA), Burdhaman, Bhilai, Bilaspur, Bokaro, Burnpur, Daltanganj, Darbhanga, Deoghar(UA), Dhanbad, Gaya, Giridih, Hazaribagh, Jammu, Muzaffarpur, Patratu, Phusro, Ramgarh, Rourkela, Siwan, Siliguri. (Other 'C' class cities not mentioned herein will be as per I.I. No. 46 dt. 26.8.93 of NCWA-IV).	10% of basic pay

8. 1. 4

It was agreed that such of the employees posted at Ranchi will be paid House Rent Allowance (HRA) @ 25% of their basic pay w. e. f. 1st April, 1995 subject to other terms and conditions remaining the same.

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 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 quarters by the Management and also electricity from the bulk supply obtained by them from the Electricity Boards, the employees shall be entitled to a free consumption of 30 KWH per quarter per month on a uniform basis. For consumption beyond this limit, the employees will be required to pay at the same rates at which the Electricity Supply Undertakings charge the Coal Companies.

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. 20,000 and that the Life Cover Scheme shall be delinked from gratuity. It will be effective from 1.7.1995. However, those died before 1.7.95 and if their dependents have not been paid till date will also be paid at the above rate.

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 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 respect of those employees who are not currently covered by the definition of 'workmen' under the Workmen's Compensation Act, that is to say, such of the employees whose wages are more than Rs. 2000/- per month if the Workmen's Compensation Commissioner refuses to accept the compensation money, the same will be disbursed to the legal heirs of the deceased on satisfactory production of proof and on execution of Agreement/Indemnity Bonds etc., so that there may not be any future claim in this regard.
9. 2. 7 In addition to the compensation payable under the Workmens' Compensation Act an Ex-gratia amount of Rs.15,000/- 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 1.7.1995. However, pending cases of those employees who died before 1.7.95 and their dependents who have not been paid the benefit till date will also be paid at the above rate.
9. 3. 0 *Provision of employment to dependants.*
9. 3. 1 Employment would be provided to one dependant of workers who are disabled permanently and also those who die while in service. The provision will be implemented as follows :

9.3.2 *Employment to one dependant of the worker who dies while in service.*

In so far as female dependants are concerned, their employment/ payment of monetary compensation would be governed by para 9.5.0.

9.3.3 The dependant for this purpose means the wife/husband as the case may be, unmarried daughter, son and legally adopted son. If no such direct dependant is available for employment, younger brother, widowed daughter/widowed daughter-in-law or son-in-law residing with the deceased and almost wholly dependent on the earnings of the deceased may be considered to be the dependants of the deceased.

9.3.4 The dependants to be considered for employment should be physically fit and suitable for employment and aged not more than 35 years provided that the age limit in case of employment of female spouse would be 45 years as given in Clause 9.5.0. In so far as male spouse is concerned, there would be no age limit regarding provision of employment.

9.4.0 Employment to one dependant of a worker who is permanently disabled in his place.

- (i) The disablement of the worker concerned should arise from injury or disease, be of a permanent nature resulting into loss of employment and it should be so certified by the Coal Company concerned.
- (ii) In case of disablement arising out of general physical debility so certified by the Coal Company, the employee concerned will be eligible for the benefit under this clause if he/she is upto the age of 58 years.

A joint committee will be constituted by the JBCCI for considering as to what constitutes general physical debility referred to hereinabove. This Committee will submit its report by 31-03-1996. In case of difference of opinion the matter will be referred to JBCCI which may appoint an Umpire to decide the issue. The decision of the Umpire shall be binding on the parties.

- (iii) The dependant for this purpose means the wife/husband as the case may be, unmarried daughter, son and legally adopted son. If no such direct dependant is available for employment younger brother, widowed daughter/widowed daughter-in-law or son-in-law residing with the employee and almost wholly dependent on the earning of the employees may be considered.

In so far as female dependants are concerned, their employment would be governed by the provisions of Clause 9.5.0.

- (iv) The dependants to be considered for employment should be physically fit and suitable for employment and aged not more than 35 years provided that the age limit in case of employment of female spouse would be 45 years as given in Clause 9.5.0. In so far as male spouse is concerned, there would be no age limit regarding provision of employment.

9. 5. 0

Employment/Monetary compensation to female dependant

Provision of employment/monetary compensation to female dependants of workmen who die while in service and who are declared medically unfit as per Clause 9.4.0 above would be regulated as under:-

- (i) In case of death due to mine accident, the female dependent would have the option to either accept the monetary compensation of Rs.3000/- per month or employment irrespective of her age.
- (ii) In case of death/total permanent disablement due to causes other than mine accident and medical unfitness under clause 9.4.0 if the female dependant is below the age of 45 years she will have the option either to accept the monetary compensation of Rs.2000/- per month or employment.

In case the female dependant is above 45 years of age she will be entitled only to monetary compensation and not to employment.

- (iii) In case of death either in mine accident or for other reasons or medical unfitness under clause 9.4.0, if no employment has been offered and the male dependant of the concerned worker is 15 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 per rates at paras (i) & (ii) above.
- (iv) Monetary compensation, wherever applicable, would be paid till the female dependant attains the age of 60 years.
- (v) The rate of monetary compensation which stands at Rs.2000/- and Rs.3000/- per month as mentioned above would be reviewed w.e.f., 01-07-1996.
- (vi) The rate of monetary compensation will be reviewed as and when new wage agreements are finalised.

Note: In the case of TISCO, the matter would be settled at bipartite level.

This would supersede all past agreements, circulars and instructions issued on the subject in so far as the issues are covered by the provisions hereinabove.

9.6.0 . *Pension*

The central trade unions who are members of the Joint Bipartite Committee for Coal Industry, during negotiation of NCWA-III demanded that an alternate scheme be formulated by the Management which would provide for comparatively better benefits both on retirement and death than what is provided for under the Family Pension Scheme. Accordingly, a scheme was drawn and submitted to Govt.of India for consideration.

Govt.of India after considering the Scheme promulgated an Ordinance with regard to Coal Mines Provident Fund And Miscellaneous Provision (Amendment) Ordinance, 1996 i.e., Ordinance No. 5 of 1996 with regard to pension in place of family pension.This scheme will be applicable to all the employees covered under the Pension Scheme/Ordinance.This would be effective from 1.4.1994.

As regards funding of the Scheme, it is agreed that the corpus of the fund will be formed out of the entire surplus lying in the existing Family Pension fund (i.e. Rs.880 Crores as on 31.12.93 and Rs.175 Crores as on 31.12.93 being the employee's contribution @ 2% of emoluments per month from 1.4.1989). Besides the corpus as mentioned above the regular funding will be on the following basis :-

1. Diversion of $1\frac{1}{6}\%$ employee's contribution of Family Pension Scheme computed on actual emoluments without any ceiling on wages.
2. Diversion of $1\frac{1}{6}\%$ of employer's contribution of FPF computed on actual emoluments without any ceiling on wages.
3. $1\frac{2}{3}\%$ of Govt.contribution on emoluments limited to a maximum of Rs.1600/- per month for the present.
4. Diversion of one additional increment/SPRA paid to the employees who have completed one year's service as on 30.6.1995. Those who join on or after 1.7.1995 will make a voluntary contribution of an amount equivalent to one increment on becoming a member of CMPF Pension Scheme.

CHAPTER - X

HOUSING, WATER SUPPLY, MEDICAL & EDUCATIONAL FACILITIES

10. 1. 0 *Housing*

10. 1. 1. 10,000 houses per year will be constructed by Coal India Limited and its Subsidiaries during the period of the agreement. From 1996-97, 12,000 houses will be constructed per year out of which, 10,000 houses will be constructed by Coal India and its Subsidiaries. The aforesaid houses will not be lower in standard than prescribed by DPE. All out efforts will be made to get adequate funds from Govt., Banks, LIC, HUDCO etc. for this programme and also for getting allotment of land from the State Govts.

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, watertap 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 land for co-operative housing with infrastructure.

10. 1. 6 It is also agreed that in case workers construct houses by obtaining loan from financial institutions like Bank, LIC, HUDCO or any other institutions, the management will give guarantee regarding deduction of suitable instalments and remittance thereof towards repayment of the loan amount to the lending institution.

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 incharge 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 person 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 ratio of one Hospital bed per hundred employees as per D.P.E. norms. It will, however, be ensured that the ratio of 1 to 120 is achieved during the period of the Agreement. It is further agreed that efforts will be made to improve the quality of medical services by providing infrastructure facilities etc.

The recommendations of the Kumarmangalam Committee on medical facilities will be implemented so as to bring about substantial improvement in the quality of medical services.

Budgetary provision would be made for medical services at a rate not less than Rs. 700/- per capita per annum excluding capital expenditure and establishment cost for next five years.

The annual medical plan of each company will be finalised through joint discussion at the Company level.

10.3.2 The Ayurvedic System of Medical/Dispensary will be maintained and improved upon to provide medical facilities to employees.

10.4.0 ***Ambulances***

Each colliery/large establishment will be provided atleast with one Ambulance. All the ambulances will be kept in working order and made available whenever necessary.

10.5.0 ***Pneumoconiosis***

10.5.1 In order that pneumoconiosis is 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 the 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 the report 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 idleness.

10. 5. 3 A Committee shall be constituted to examine the existing Medical Attendance Rules of Coal India and its Subsidiaries and other Companies which will also suggest the required amendments, if any, in the existing rules.

10. 6. 0 ***Educational Facilities & Workers Education***

10. 6. 1 The existing recurring grants to private committee managed schools in the coalfields will be enhanced so as to enable the schools to run better.

10. 6. 2 (a) Coal India will provide a grant of Rs. 6 crores per annum (excluding capital expenditure from 1995-96) for its Subsidiary Companies, which will be administered by a Companywise Joint Bipartite Committee.

(b) Where workers come forward with their own contribution for the running of educational institutions, matching grants will be given by the Coal companies.

10. 7. 0 ***Canteen***

10. 7. 1 There will be a canteen in each of the collieries/establishments and the same will not be run by contractors. Utensils and fuel required in the canteen will be supplied by the colliery management. The Management will give certain amount to the Canteen Managing

Committees depending upon the size and operation of the canteen to enable the canteens 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 Organisation such as Preventive Health Care, Family Welfare, M.P.I., Games and Sports, Cultural programmes & Adult education will be further activated and strengthened by the coal companies so as to improve the quality of life.

10. 9. 0 ***Holiday Home / Rehabilitation Centre***

10. 9. 1 It is agreed that a Holiday Home/Rehabilitation Centre shall be opened at Jasidih/Deoghar. It is also agreed to examine the feasibility/viability of establishing a Holiday Home/Rehabilitation Centre at Mirik in West Bengal and re-opening of similar centre at Rajgir in Bihar.

CHAPTER - XI

PRODUCTION, PRODUCTIVITY, EFFICIENCY AND INDUSTRIAL HARMONY

- 11.1 Management and workers' representatives agree to cooperate and collaborate for creating a harmonious industrial environment conducive to the growth of healthy and financially viable 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 utilisation of resources like manpower, equipment, materials, power etc., and ensuring that wastages of all kinds are minimised.
 - All out effort to be made jointly to accelerate the growth of underground/opencast production and productivity to achieve an increase in productivity by 5% every year in case of underground mines and 10% every year in case of opencast mines.
 - To achieve increase in capacity utilisation by 2% every year.
 - In introduction of appropriate new technology keeping in view the mining conditions in the country.

- To introduce multi-skill working, wherever possible, in conjunction with mechanisation of underground working.
- To cooperate with the Management in introduction of 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 utilisation.
- To cooperate in redeployment of manpower whenever called for on account of reorganisation or introduction of new technology.
- 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 costs 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.
- Elimination of wastages and misuses of free amenities like power, water, coal and medical facilities etc.
- To cooperate in improving the quality of life and implementation of welfare measures.
- To monitor the effective implementation of jointly agreed objectives, a Management - worker 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 Productivity Linked Incentive Schemes will be introduced at Unit level/Company level based on Industrial Engineering studies in agreement with operating Unions.

CHAPTER - XII

GENERAL

12. 1. 0 *Existing Benefits*

The existing benefits and facilities not covered or altered by this Agreement shall continue as hitherto.

12. 2. 0 *Free Issue of Coal*

The existing system of supply of free coal will continue to the employees in the collieries/establishments.

12. 3. 0 *Payment of Overtime*

It is agreed that all the categories of workers who were entitled to receive overtime payment, will continue to get the payment of overtime work in different establishments, units and offices.

12. 4. 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. 5. 0 *Contract Labour*

12.5.1 The provision as prescribed in NCWA-IV with regard to Contract Labour will be followed.

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 1st July, 1991 unless otherwise specified.
13. 1. 2 The Management's and Employees' representatives agree that the terms of this agreement will be implemented faithfully and in a spirit of goodwill by the managements 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 Managements of the Coal Companies on their part will not resort to unilateral interpretations of this Agreement. In case of 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 *Committees*

It is agreed that the following Committees shall be constituted for the purpose indicated below :-

13.4.1 *Standardisation 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, categorisation 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, categorisation and principle of service conditions of employees brought to its notice.
- (v) To determine the wage scales, categorisation and job description of 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 - IV 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.

- (vii) The Committee will also examine the issue as to whether the period of 10 years for the purpose of upgradation of an employee as per clause 2.11.0 of this agreement needs any change.

13.4.2 ***Committee on Production, Productivity, Safety and Cost***

A joint Committee of Management and Workers will be constituted at Apex level to review the following :-

- Production and productivity
- Underground productivity and production ;
- Financial results of losing areas to minimise lossess ;
- Absenteeism ;
- Steps for reducing cost ;
- Gainful redeployment of Manpower ;
- Elimination of wastage of scarce resources like coal, power and water
- Quality of life, Medical and Welfare measures
- Safety and working conditions and
- Industrial Relations.

13. 4. 3 ***Committee on Incentive Schemes***

A Joint Committee will be constituted consisting of the representative of the Management and Central Trade Unions to have an indepth study of the existing incentive/reward schemes and formulate model guidelines for introduction of incentive schemes to achieve higher levels of production and productivity.

13. 5. 0 The JBCCI will periodically review the functioning of the Sub-Committees.

COPY

**COAL INDIA LIMITED
10, NETAJI SUBHAS ROAD,
CALCUTTA - 700 001**

Ref: CIL/C-5B/IR/C 01/5870

Dated: 11th February, 1994

Chairman/Mg. Director, ECL, Sanctoria
Chairman/Mg. Director, BCCL, Dhanbad
Chairman/Mg. Director, CCL, Ranchi
Chairman/Mg. Director, SECL, Bilaspur
Chairman/Mg. Director, CMPDI, Ranchi
Chairman/Mg. Director, NCL, Singrauli
Chairman/Mg. Director, MCL, Sambalpur
Chairman/Mg. Director, WCL, Nagpur

Dear Sir,

**Sub: Grant of Interim Relief to employees covered under
National Coal Wages Agreement**

In the meeting held on 27th January '94 and 8th February '94 between the representatives of INTUC, AITUC, HMS & BMS and the Management of Coal India Limited the demand of the unions for payment of Interim Relief was discussed and decided as under :

"Since the National Coal Wage Agreement - V is due for implementation with effect from 1st July, 1991 it was decided that the employees covered under the NCWA will be paid an interim Relief of Rs.100/- each per month w.e.f., 1st July, 1991 on pro-rata attendance basis but the current billing will start from February, 1994 payable in March, 1994. As regards the modalities of arrears payment for the period from 1.7.1991 to 31.1.1994 further discussion will be held between the representatives of management and the unions and decisions taken. It was further decided that the Interim Relief will qualify for contribution tom P.F., computation of gratuity leave and sick payment."

Accordingly, Interim Relief for Daily Rated workers will be Rs. 3.846 paise per day.

You are requested to implement the above decision.

Yours faithfully,

Sd/-
(R.A.P. Singh)
Director(P&IR)

Copy to:

1. Director-in-Charge, NEC, GS Road, Guwahati, Assam
2. Director(P), ECL/BCCL/CCL/SECL
3. Director(Finance), CIL, Calcutta.
4. CGM(MP&IR)/CGM(S&M), CIL, Calcutta/CGM, CIL, N.Delhi/CGM, DCC, Dankuni
5. CGM(Finance), CIL, Calcutta.
6. GM(P), WCL/MCL/NCL/CMPDIL
7. Dy.CPM(AW), CIL, Calcutta..

COPY

FAX/TLX MESSAGE

FROM : R.A.P. SINGH, DIRECTOR(P& IR) CIL CALCUTTA
FOR : CHAIRMAN-MD. ECL/ BCCL/ CCL/ WCL/ SECL/ NCL/
MCL/ CMPDIL.
DIRECTOR INCHARGE, NEC GUWAHTAI
DIRECTOR(FINANCE), ECL/BCCL/CCL/WCL/SECL/NCL

IN THE 2ND MEETING OF JBCCI-V HELD ON 9TH & 10TH JANUARY, 1995 AT CIL HQRS., CALCUTTA BETWEEN THE REPRESENTATIVES OF FIVE CENTRAL TRADE UNIONS AND THE MANAGEMENT OF CIL & OTHER COAL COMPANIES, IT HAS BEEN AGREED AND DECIDED AS UNDER:-

1. AN INTERIM RELIEF AT THE RATE OF 10% OF BASIC PLUS FDA AS ON 30.6.1991 WILL BE PAID TO ALL THE EMPLOYEES COVERED UNDER NCWA SUBJECT TO A MINIMUM OF RS.150/- PER MONTH OR RS.5.77 PER DAY ON PRORATA ATTENDANCE BASIS, WHICH IS INCLUSIVE OF INTERIM RELIEF OF RS.100/- PER MONTH OR RS.3.84 PER DAY ALREADY PAID WITH EFFECT FROM 1.7.1991 (.)
2. AS REGARDS PIECE-RATED WORKERS, THE PAYMENT OF INTERIM RELIEF @ 10% WILL BE CALCULATED AT THE RATE OF RESPECTIVE GROUP BASIC AND WAGE PLUS SPRA PLUS FDA AS ON 30. 6. 1991 (.)
3. THE ABOVE INTERIM RELIEF WILL QUALIFY FOR CONTRIBUTION TO PF/CMPF, COMPUTATION OF GRATUITY, LEAVE AND SICK PAYMENT (.)
4. THE PAYMENT OF INTERIM RELIEF WILL COMMENCE FROM THE MONTH OF FEBRUARY, 1995 PAYABLE IN MARCH, 1995 AND CONTINUE ONWARDS AND THE ARREARS FOR THE PERIOD COMMENCING FROM 1.7.1991 TO 31.1.1995 SUBJECT TO ADJUSTMENT OF RS.100/- P.M. IR ALREADY PAID, WILL BE PAID BY THE END OF MAY, 1995 (.)

YOU ARE REQUESTED TO IMPLEMENT THE ABOVE DECISIONS (.)

Sd/-
(R.A.P. SINGH)
DIRECTOR (P&IR)

No.CIL:C-5B:JBCCI:IR:4476-90

Dated: 14th January, 1995

Confirmation copy by post to:

1. Chairman, CIL, Calcutta.
2. Director(F)/Director(T), CIL, Calcutta
3. Director(P), ECL/BCCL/CCL/WCL/SECL
4. Director(O), CMPDI, Ranchi
5. General Manager(F), CIL/MCL/CMPDIL
6. Chief General Manager, NEC, Margherita.
7. General Manager, DCC, Dankuni
8. CGM(S&M)/GM(F)/GM(P), CIL, Calcutta.
9. Dy.CPM(IR)/Dy.CPM(AW), CIL, Calcutta.

Copy to: All Members of JBCCI-V

ILLUSTRATION OF FITMENT IN THE REVISED SCALE

EXAMPLE: ONE

NCWA-IV CAT I

(Rs. 38.47 - 0.70 - 48.27)

DAILY

BASIC WAGE	38.47
ATTANCE BONUS	3.85
SPECIAL D.A.	0.69
FIXED D.A.	7.17
VARIABLE D.A.	23.05

TOTAL 73.23

INTERIM RELIEF 5.77
FITMENT BENEFIT 3.27

TOTAL 82.27

NCWA - V CAT I

(Rs. 65.40 - 1.08 - 80.52)

DAILY

NEW BASIC WAGE	65.40
ATTANCE BONUS	6.54
SPECIAL D.A.	1.17
FIXED D.A.	9.16
VARIABLE D.A.	nil

TOTAL 82.27

EXAMPLE : TWO

NCWA-IV TECH.& SUP
GRADE -A

(Rs. 1387-75-2137-80-2537)

MONTHLY

BASIC WAGE	2537.00
ATTANCE BONUS	253.70
SPECIAL D.A.	45.54
FIXED D.A.	186.31
VARIABLE D.A.	599.20

TOTAL 3621.75

INTERIM RELIEF 272.33
FITMENT BENEFIT 85.00

TOTAL 3979.08

NCWA - V TECH.& SUP
GRADE -A

(Rs. 2220-132-3540-140-4240)

MONTHLY

MEW BASIC WAGE	3408.00
ATTANCE BONUS	340.80
SPECIAL D.A.	61.17
FIXED D.A.	238.18
VARIABLE D.A.	nil

TOTAL 4048.15

ILLUSTRATION OF FITMENT IN THE REVISED SCALE

EXAMPLE : THREE

**NCWA-IV EXCAVATION
SPECIAL**
(Rs. 57.38-3.08-97.42)

**NCWA-V EXCAVATION
SPECIAL**
(Rs. 90.09-5.39-160.16)

	DAILY		DAILY
BASIC WAGE	75.86	NEW BASIC WAGE	106.26
ATTANCE BONUS	7.59	ATTANCE BONUS	10.63
SPECIAL D.A.	1.36	SPECIAL D.A.	1.91
FIXED D.A.	7.17	FIXED D.A.	9.16
VARIABLE D.A.	23.05	VARIABLE D.A.	nil
TOTAL	115.03	TOTAL	127.95
INTERIM RELIEF	8.30		
FITMENT BENEFIT	3.27		
TOTAL	126.60		

EXAMPLE : FOUR

**NCWA - IV TECH & SUP.
GRADE - A**
(RS. 1387-75-2137-80-2537)
MONTHLY

**NCWA - V TECH & SUP.
GRADE - A**
(RS. 2220-132-3540-140-4240)
MONTHLY

BASIC WAGE	2537.00	NEW BASIC WAGE	3540.00
ATTANCE BONUS	253.70	ATTANCE BONUS	354.00
SPECIAL D.A.	45.54	SPECIAL D.A.	63.54
FIXED D.A.	186.31	FIXED D.A.	238.18
VARIABLE D.A.	599.20	VARIABLE D.A.	nil
TOTAL	3621.75	TOTAL	4195.72
INTERIM RELIEF	288.33		
FITMENT BENEFIT	85.00		
TOTAL	3995.08		
STAGN. INCREMENT	160.00		
ATTENDANCE BONUS	16.00		
SPECIAL D.A.	2.87		
TOTAL	4173.95		

ILLUSTRATION OF FITMENT IN THE REVISED SCALE

EXAMPLE : FIVE

NCWA - IV TECH & SUP.
GRADE - A

(RS. 1387-75-2137-80-2537)

MONTHLY

BASIC WAGE	2217.00
ATTANCE BONUS	226.70
SPECIAL D.A.	40.69
FIXED D.A.	186.31
238.18	
VARIABLE D.A.	599.00
TOTAL	3269.90
INTERIM RELIEF	245.33
FITMENT BENEFIT	85.00
TOTAL	3600.23
PP	50.00
TOTAL	3650.23

NCWA - V TECH & SUP.
GRADE - A

(RS. 2220-132-3540-140-4240)

MONTHLY

NEW BASIC WAGE	3144.00
ATTANCE BONUS	314.40
SPECIAL D.A.	56.43
FIXED D.A.	238.18
VARIABLE D.A.	nil
TOTAL	3753.01

LEAD, LIFT & TUB PUSHING FOR MINERS AND LOADERS
(Vide Clause 3.9.1)

1. Lead (for Miners & Loaders):		
	NCWA-IV Rates : (per tub of 40.5 Cft. to be converted into Cu. metres)	NCWA-V Revised Rates (per tub of 40.5 Cft. to be converted into Cu. metres)
0 to 50 ft.	NIL	NIL
51 to 100 ft.	Rs. 0.84	Rs. 1.18
101 to 150 ft.	Rs. 2.52	Rs. 3.53
151 to 200 ft.	Rs. 4.20	Rs. 5.88
201 to 250 ft.	Rs. 5.99	Rs. 8.39
For every addl. 50 ft. beyond 250 ft.	Rs. 2.60	Rs. 3.64
2. Lift for Miners & Loaders):		
0 to 10 ft.	NIL	NIL
11 to 15 ft.	Rs. 0.84	Rs. 1.18
16 to 20 ft.	Rs. 1.58	Rs. 2.21
21 to 25 ft.	Rs. 2.52	Rs. 3.53
For every addl. 5 ft. above 25 ft.	Rs. 1.68	Rs. 2.35
3. Tub Pushing		
	NCWA-IV Rates : (For tubs of 40.5 Cft.)	NCWA-V Revised Rates (For tubs of 40.5 Cft.)
For every 110 ft. or part thereof in excess of the first 100 ft.	Rs. 0.30	Rs. 0.43

ANNEXURE - III C(ii)

LEAD & LIFT FOR OVERBURDEN REMOVAL WORKERS
(Vide Clause 3. 9. 2)

	NCWA - IV Rates	NCWA - V Revised Rates
Lead		
First 100 ft. For every 50' or part of 50' over the first 100 ft.	NIL Rs. 24.64 per 1000 Cft.	NIL Rs. 34.50 per 1000 Cft.
Lift		
First 10 ft. For every 5' or part of 5' over the first 10 ft.	NIL Rs. 12.32 per 1000 Cft.	NIL Rs. 17.25 per 1000 Cft.

**LEAD AND LIFT RATE FOR PIECE RATED
WORKERS OTHER THAN MINERS & LOADERS
(Vide Clause 3. 9. 3)**

Wagon Loaders	NCWA - IV Rates	NCWA - V Revised Rates
LEAD		
For every 50' or part 50' over the first 100 ft.	Rs. 1.18 per tonne of coal	Rs. 1.93 per tonne of coal
LIFT		
For every 5' lift or part of 5' over the first 10 ft.	Rs. 0.50 per tonne of coal	Rs. 0.69 per tonne of coal

Annexure -III C (iv)

**FOR WORKLOAD OF 100 CFT AND 118 CFT IN
MADHYA PRADESH
AND
MAHARASHTRA COALFIELDS
VIDE CLAUSE 3.3.2**

	NCWA - IV				NCWA - V (REVISED RATES)			
	Rate		Fallback wages		Rate		Fallback wages	
	Rs.	P.	Rs.	P.	Rs.	P.	Rs.	P.
For Workload of 100 Cft.	53	47	53	47	88	93	88	93
For Workload of 118 Cft.	63	09	63	09	104	93	104	93

Annexure-III-D

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. Over burden 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(Coal)	4.5 tonnes 6.75 tonnes
(b) Truck loading Truck unloading	4.5 tonnes 6.75 tonnes
(c) 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 | 3.6 tonnes |
| | Stacking hard coke | 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 feet 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 and Mucking manually:
(i) Drilling by hand - 15 cft.
(ii) Drilling by power drill-25 cft. |
| 5. | Trammers | To be negotiated at unit level. |

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 |
| 9. | Dress-cum-Loader/Drill
Coal Miners | 61 cft. |

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

Contract Labour

(12.5.1) NCWA -V


Provision of NCWA-IV, Chapter XI regarding Contract Labour

- 11.5.1 Industry shall not employ labour through Contractor or engage Contractors' labour on jobs of permanent and perennial nature.
- 11.5.2 Jobs of permanent and perennial nature which are at present being done departmentally will continue to be done by regular employees.
- 11.5.3 Implementation of this clause and the progress made thereon will be reviewed by the JBCCI periodically .
11. 5. 4 . The Management as a Principal employer shall continue to monitor and supervise the implementation of the various provision of labour laws including payment of contractor's workers by contractors at counters specified by the principal employer .

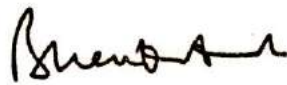
SIGNED AT CALCUTTA ON JANUARY 19, 1996


Sl. No.	Representing Management	Sl. No.	Representing Workers
---------	-------------------------	---------	----------------------

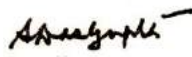
1.  19.1.96
(P. K. Sengupta)
Chairman
Coal India Limited

1. 
(Rajendra Prasad Singh)
General Secretary
Indian National Mine Workers' Federation
(INTUC)

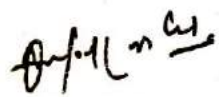
Alternate :


(B. Venkata Rao)
Working President
Singereni Coal Mines Labour Union
(INTUC)


2. 
(U. Kumar)
Chairman-cum-Managing Director
South Eastern Coalfields Ltd.
19.1.96

2. 
(S. Das Gupta)
Adviser
Indian National Mine Workers' Federation
(INTUC)


Alternate :

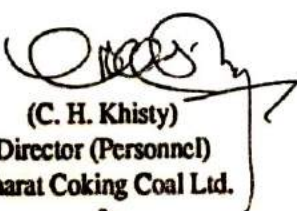

(O. P. Lal)
Asstt. General Secretary, INMWF

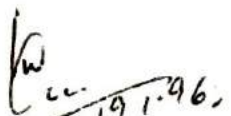
3. (A. K. Gulati)
Chairman-cum-Managing Director
Bharat Coking Coal Ltd.


3. (Damodar Pandey)
Vice President
Indian National Mine Workers' Federation
(INTUC)


Alternate :


(P. K. Pradhan)
Vice President, INMWF


4. 
(C. H. Khisty)
Director (Personnel)
Bharat Coking Coal Ltd.
&
Director (Personnel & IR)
Coal India Limited

4. 
(S. Q. Zama)
Jt. General Secretary
Indian National Mine Workers
Federation (INTUC)


Alternate :


(Provat Goswami) [11]
Vice President (INMWF)

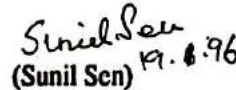
5. Director (Finance)
Coal India Limited

5. 
(Shafique Khan)
Jt. General Secretary
Indian Mine Workers Federation
(AITUC)

Alternate :



(M. Komariah)
General Secretary
Singareni Colls. Workers Union
(AITUC)

6. 
(Ashok Mehta)
Director (Personnel)
South Eastern Coalfields Ltd.

6. 
(Sunil Sen) 19.8.96
General Secretary
Indian Mine Workers Federation
(AITUC)

Alternate :

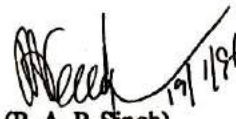

(Krisna Modi)
General Secretary
Samyukt Khadan Mazdoor Sangh
(AITUC)

7. 
(S. S. Ray)
Director (Personnel)
Central Coalfields Ltd.

7. (Dr. M. K. Pandhe)
President
All India Coal Workers Federation
(CITU)

Alternate :

(P. Raja Rao)
General Secretary
SCCL Employees Union (CITU)

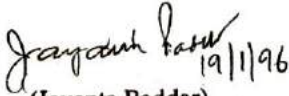
8. 
(R. A. P. Singh)
Adviser
Coal India Limited

8. (S. K. Bakshi)
General Secretary
Bihar Colliery Kamgar Union
(CITU)


Alternate :

(Mihir Choudhury)
N.C.O.E.A. (CITU)

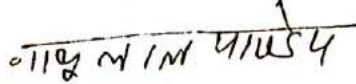
9. (S. S. Thakur)
Director (Finance)
Eastern Coalfields Ltd.

9. 
(Jayanta Poddar)
Vice President
Hind Mazdoor Sabha

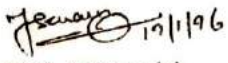
Alternate :


(J. Durgiah)
General Secretary
Singareni Miners & Engg. Workers
Union (HMS)

10. (S. A. Vyas)
Director (CP & P)/Dir. (P)
Singareni Collieries Company Ltd.

10. 
(Nathulal Pandey)
General Secretary
Madhya Pradesh Koyla Mazdoor
Sabha (HMS)

Alternate :


(Y. S. Acharyulu)
General Manager (Personnel)
Singareni Collieries Company Ltd.

Alternate :


(Arjun Singh)
Secretary
Koyla Ispat Mazdoor Panchayat
(HMS)

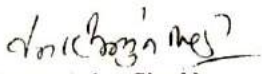
11. 
(S. Pandey)
Vice President
TISCO

11. (Dr. B. K. Rai)
President
Akhil Bharatiya Khadan Mazdoor
Sangh (BMS)

Alternate :

(S. I. Ahmed)
Dy. General Manager (Pers. & IR)
TISCO

Alternate :


(Kumar Arjun Singh)
Jt. General Secretary
ABKMS (BMS)

12. (G. S. Garcha)
Director (R. M. Div.)
IISCO, SAIL

12. (M. A. Rawal)
General Secretary
Akhil Bharatiya Khadan Mazdoor
Sangh (BMS)

Alternate :

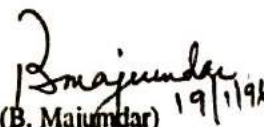
(Chintal Suryanarayan)
Jt. General Secretary
ABKMS (BMS)


JBCCI Sectt.

1. 
(B. N. Jha)
Chief General Manager (MP & IR), CIL

2. 
(S. D. Pandey)
Adviser (JBCCI)/CIL

3. 
(S. P. Srivastava) 19.1.96
General Manager (IR), CIL

4. 
(B. Majumdar) 19/1/96
TS to Director (F), CIL

5. 
(Md. Yusuf Anwar) 19.1.96
OSD (JBCCI)/CIL

SUPPLEMENT TO NATIONAL COAL WAGE AGREEMENT – V

1.0 Payment of VDA

The above Agreement provides for revision of VDA as per Government guidelines in Sub-clause No. 2.7.5.

Arising out of the strike notice served by the following Trade Unions, conciliation settlement was reached under the auspices of Chief Labour Commissioner (Central), New Delhi on 14.12.1995.

1. INTUC
2. CITU
3. AITUC
4. HMS
5. BMS

The settlement was signed by the representatives of INTUC, AITUC & BMS as annexed.

As agreed to in the conciliation settlement, it is affirmed that in addition to Rs. 210/- DA payable with effect from 1.1.1992 on the basis of new DA formula, an additional amount of Rs. 238/- (total Rs. 448/-) would be notionally added to the basic wage for the purpose of computation of DA.

2.0 Operation of the Agreement

The term of NCWA-V would be five years commencing from 1.7.1991.

REPRESENTING MANAGEMENT



(P. K. Sengupta)
Chairman
Coal India Limited



(U. Kumar) 19.12.96
Chairman/MD, SECL


19/12/96

(C. H. Khisty)
Director (P&IR), CIL


REPRESENTING WORKERS



(Rajendra Prasad Singh)
General Secretary, INMWF (INTUC)


19/12/96

(S. Das Gupta)
Adviser, INMWF


19/12/96

(Shri Damodar Pandey)
Vice-President, INMWF

REPRESENTING MANAGEMENT




(S. S. Roy)
Director (Pers), CCL



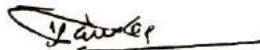
(Ashok Mehta)
Director (Pers.), SECL

(S. A. Vyas)
Director (CP&P), SCCL



19/1/96


(Y. S. Acharyulu)
GM (Pers), SCCL



(S. Pandey)
Vice-President, TISCO

(S. I. Ahmad)
Dy. GM (P&IR), TISCO

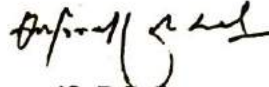
REPRESENTING WORKERS



19/1/96

(S. Q. Zama)
Jt. Genl. Secretary, INMWF

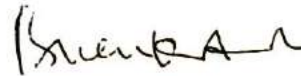
ALTERNATE MEMBERS



(O. P. Lal)
Asstt. Gen. Secy., INMWF



(P. K. Pradhan)
Vice-President, INMWF



(B. Venkata Rao)
Working President, SCMLU



(Shafique Khan)
Jt. General Secretary, IMWF (AITUC)



19/1/96

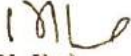
(Sunil Sen)
General Secretary, IMWF (AITUC)

REPRESENTING MANAGEMENT


(G. S. Garcha)
Director (RM Divn), IISCO


JBCCI SECTT.

(S. D. Pandey)
Adviser (JBCCI), CIL


(B. N. Jha)
CGM (MP&IR), CIL

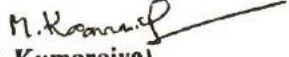

(S. P. Srivastava)
GM (MP & IR), CIL


(B. Majumdar)
TS to D(F), CIL


(Yusuf Anwar)
OSD (JBCCI), CIL

REPRESENTING WORKERS

ALTERNATE MEMBERS

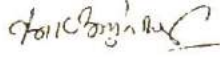

(M. Kumaraiya)
Genl. Secy., SCWU


(N. Krishna Modi)

(Dr. B. K. Rai)
President, ABKMS (BMS)

(M. A. Rawal)
Genl. Secy., ABKMS (BMS)

ALTERNATE MEMBERS


(Kumar Arjun Singh)
Jt. Genl. Secy., ABKMS (BMS)

(Chintal Surya Narayan)
Jt. Genl. Secy., ABKMS (BMS)

MEMORANDUM OF SETTLEMENT

Whereas a Memorandum of Understanding was reached on NCWA-V, in the meeting of JBCCI on 29.4.1995, and certain issues had remained unresolved for which further discussions were held by the JBCCI on 28.10.1995 but unanimity could not be reached on certain issues, particularly the finalisation of Pension Scheme, and the Central Trade Unions continued to press their demands.

Whereas the Central Trade Unions individually served notices of strike on the management, conveying their intention to go on strike from 18.12.1995 to 23.12.1995 on certain issues and mainly the finalisation of Pension Scheme, and CLC, vide their letter dated 1.12.1995 seized the matter in conciliation under Section 12 of the Industrial Disputes Act, 1947 and held discussions with the parties on 6.12.1995, 7.12.1995 and 14.12.1995. After protracted discussions, agreement emerged on the following issues, which are set forth as under :

1. It is agreed that in addition to Rs. 210 D. A. payable with effect from 1.1.1992 on the basis of the new D. A. formula, and additional amount of Rs. 238 (total Rs. 448) would be notionally added to basic wage for the purpose of computation of D. A. on the understanding that the term of NCWA-V would be 5 years commencing from 1.7.1991.

2. Pension Scheme would be brought into effect, on the lines already discussed, by taking suitable steps by the 7th January, 1996. Thereafter a formal agreement would be drawn up on the basis of the Memorandum of Understanding dated the 29th April, 1995.

3. The date of strike is deferred from 18th December, 1995 to 8th January, 1996 on the basis of this Understanding.

[Signature]
14/12/95

[Signature]
15/12/95

[Signature]
14/12/95

[Signature]
14.12.95

[Signature]
15/12/95

[Signature]
14/12/95

[Signature]
14/12/95

[Signature]
14/12/95

[Signature]
14/12/95

4. Efforts would be made to make payments in terms of Clause 1 above with effect from the pay of December, 1995, payable in January, 1996.

<p><i>[Signature]</i> 14-12-95 (INTUC)</p> <p><i>[Signature]</i> 17/12/95 (INTUC)</p> <p><i>[Signature]</i> 19/12/95 (B.M.S)</p> <p><i>[Signature]</i> 14/12/95 (INTUC)</p> <p>Sunil Sen (AITUC) 14/12/95 General Secretary, Indian Mine Workers Federation</p> <p><i>[Signature]</i> 14-12-95 (AITUC) Indian Mine Workers Federation</p>	<p><i>[Signature]</i> (- Dir P Coal India)</p> <p>14/12/95 <i>[Signature]</i> (V.P.HRM TISCO)</p> <p><i>[Signature]</i> MVR (Dir-P. BCLL)</p> <p><i>[Signature]</i> (Dir P BCLL)</p> <p><i>[Signature]</i> 14/12/95 (GM(P)SECL)</p> <p><i>[Signature]</i> C.G.M/P 14/12/95 (I.R)CIL TISCO</p> <p><i>[Signature]</i> DyGM 14/12/95 (P.A.R) TISCO</p>
---	---

Before me

[Signature]

(Surendra Nath)

Chief Labour Commissioner (Central)

December 14, 1995