

कोल इंडिया लिमिटेड (महारात्ना कंपनी)

(भारत सरकार का उपक्रम)

"कोल भवन", प्रेमाइज नं. 04, एमएआर प्लॉट नं. ए एफ-III

एक्शन एरिया 1ए, न्यू टाउन, राजारहट

कोलकाता-700 156 (पश्चिम बंगाल)

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वेबसाइट: www.coalindia.in



Coal India Limited
(A MAHARATNA COMPANY)
A Govt. of India Enterprise
"Coal Bhawan"

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Action Area-1A, New Town, Rajarhat
Kolkata-700156 (West Bengal)
Phone: 033 2324 6666 / 2324 8888
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Website- www.coalindia.in

(An ISO 9001:2015, ISO 14001:2015 and ISO 50001:2011 Certified Company)

Ref. No: CIL/C-5B/JBCCI/JC Wages/995

Date: 09/10/2018

OFFICE ORDER

The Chairman cum Managing Director, Central Coalfields Limited	-	Ranchi
The Chairman cum Managing Director, Western Coalfields Limited	-	Nagpur
The Chairman cum Managing Director, Mahanadi Coalfields Limited-		Sambhalpur
The Chairman cum Managing Director, CMPDIL	-	Ranchi
The Chairman cum Managing Director, Bharat Coking Coalfields Limited-		Dhanbad
The Chairman cum Managing Director, Northern Coalfields Limited-		Singrauli
The Chairman cum Managing Director, Eastern Coalfields Limited	-	Sanctoria
The Chairman cum Managing Director(Acttg), SECL-		Bilaspur

Sub: Approval of Recommendations of the Joint Committee with regard to wages for contractor's workers engaged in mining activities.

The Board of Directors of CIL in its 371st Meeting held on 12th Sept 2018 approved the recommendations of the Joint Committee for revision of wages for contractor's workers engaged in mining activities as per clause 13.7.0 of the 10th Wage Agreement for CIL & SCCL.

Accordingly, the following rates of wages for contractor's workers engaged in mining activities have been approved for payment with effect from 4th Sept 2018:-

Categories of Employees	Basic Rate of Wages (in Rs) per day
Unskilled	787.00
Semiskilled/ Unskilled Supervisory	817.00
Skilled	847.00
Highly Skilled	877.00

The Board further resolved that all other terms and conditions including underground allowance would remain the same as per the recommendations of the High Power Committee dated 23rd Nov 2012 and approved by CIL Board in its 294th meeting held on 13th Feb 2013.

Copy of the recommendation duly signed by the representatives of Management and Central Trade Unions is enclosed.

Needful action may kindly be taken in this regard for implementation of the above in respect of categories of contract workers being paid HPC Wages. Further, the modality of reimbursement on account of increase in wages in admissible cases, as being followed at present, shall remain unaltered.

(D J Nayak)

General Manager (MP&IR)

Encl- as above

Distribution:-

1. Director (F)/Director (S&M)/Director (T)/ Director (P&IR)- CIL
2. Director (P)/ Director (F)/ Director (T)- ECL, BCCL, CCL, CMPDIL, SECL, NCL, WCL, MCL
3. GM (Min) NEC/ GM(IICM)/ GM(CMC)/ GM(Fin)/ GM- CIL(NDLO)
4. GM/TS to Chairman- CIL/ CM-TS to Dir (P&IR) CIL

workers as per Clause 13.7.0 of "10th Wage Agreement for CIL and SCCL"

Venue: CIL Office, New Delhi

In terms of Clause 13.7.0 of “10th Wage Agreement for CIL and SCCL”, Joint Committee consisting of following representatives of Management of CIL & its Subsidiaries and representatives of four Central Trade Unions namely BMS, HMS, AITUC & CITU was constituted vide Office Order Reference No.: CIL/C-5B/JBCCI-X/Joint Committee/847 dated 13.08.2018 **for revision of the wages and social security for contractor workers:-**

Management Representatives	Representatives of Central Trade Unions
1. Director (P & IR), CIL	1. Shri A. Srinivas Rao (BMS)
2. Chairman-cum-Managing Director, ECL	2. Shri Nathulal Pandey (HMS)
3. Director (Finance), CCL	3. Shri Ramendra Kumar (AITUC)
4. Director (Personnel), SECL	4. Shri Mithilesh Kumar Singh (CITU)
5. Director (Personnel), BCCL	

Director (Finance), BCCL, Director (Personnel), MCL and Director (Finance), MCL were called as "Special Invitees". Director (Finance), CCL and Director (Personnel), SECL were absent in the meeting.

At the onset of discussion for finalization of minimum wages to the Contractors' Workers covered under HPC Wages, all the four representatives of Central Trade Unions expressed their concerns and demanded for effective implementation of payment of wages to these Contractors' workers by developing a proper monitoring mechanism. It was agreed that, this issue shall be discussed in the next meeting of Apex JCC of CIL. Issue was also raised for bringing all these Contractors' Workers under the ambit of CMPF Scheme who are members of EPF as on date.

Subsequent to this, deliberation was made on the issue of revision of the wages and social security for Contractors' Workers as contained under Clause 13.7.0 of "10th Wage Agreement for CIL and SCCL" wherein it is agreed as follows:-

1. Minimum wages of Contractors' Workers engaged in Mining Activities {as defined under section 2(h), (j) & (k) of the Mines Act 1952 including Washery, CHP & Railway Siding} shall be on the midway between wages prescribed by the Central Govt. under Minimum Wages Act 1948 for the workers employed in scheduled employment for non-coal mines and the wages payable to the lowest category of regular workers, i.e. Cat.I of "10th Wage Agreement for CIL and SCCL" (Basic + V.D.A. + SDA + Attendance Bonus) on the similar lines as decided previously.
2. Accordingly, the Minimum Wages of the Contractors' Workers of different Categories covered under HPC Wages, as under, shall be effective from 04.09.2018 i.e. the date of recommendations of the Joint Committee for implementation of Clause 13.7.0 of "10th Wage Agreement for CIL and SCCL":--

Categories of employees	Basic Rate of Wages (in Rs.) Per Day w.e.f. 04.09.2018
Unskilled	787.00
Semi-Skilled/Unskilled Supervisory	817.00
Skilled	847.00
Highly Skilled	877.00

Detailed calculation sheet is placed as **Annexure-A**.

3. V.D.A. shall be 'NIL' as on 04.09.2018 and the revised rate of VDA shall be paid over the consumer price index (CPI) 286.00 (Base 2001 = 100) from 01st April & 01st October in every year, as notified by the Ministry of Labour & Employment, Govt. of India for the workers employed in scheduled employment for non-coal mines.
4. Other terms and conditions including Under Ground Allowance, as mentioned in the Recommendations of High Power Committee circulated vide Office Order Reference No.: CIL/C-5B/JBCCI/HPC/566 dated 18th February 2013 shall remain unaltered.

[Handwritten signatures and dates]

Recommendations of Joint Committee for revision of wages and social security for contract workers as per Clause 13.7.0 of "10th Wage Agreement for CIL and SCCL"

Date: 04.09.2018

Venue: CIL Office, New Delhi

The following members were present:-

Management Representatives	Representatives of Central Trade Unions
Shri R. P. Srivastava, Director (P & IR), CIL <i>Phil- 4/9/18</i>	<i>Enforcement Mechanism should be finalised before implementation</i> Shri A. Srinibas Rao (BMS) <i>4/9/18</i>
Shri P. S. Mishra, Chairman-cum-Managing Director, ECL <i>04/09/18</i>	Shri Nathulal Pandey (HMS)
Shri K. S. Rajashekar Director (Finance), BCCL <i>K.S. Rajashekar</i>	Shri Ramendra Kumar (AITUC) <i>24/04/18</i>
Shri L. N. Mishra Director (Pers.), MCL <i>4.9.18</i>	Shri Mithilesh Kumar Singh (CITU) <i>2.9.18</i>
Shri R. S. Mahapatra, Director (Pers.), BCCL <i>4/9/18</i>	
Shri K R Vasudevan Director (Finance), MCL <i>04/9/18</i>	
Shri D. J. Nayak General Manager (MP & IR), CIL& Convener <i>04/09/18</i>	

Minimum Wages for Contractors' Workers Covered under High Power Committee Recommendations

A. Minimum Wages (Basic + VDA + SDA + Attendance Bonus) of Cat. I as per "10th Wage Agreement for CIL and SCCL"

Component (Per Day)	Amount (Rs.)
Basic	1011.27
VDA (7.2% of Basic as on 01.08.2018)	72.81
SDA (1.795% of Basic)	18.15
Attendance Bonus (10% of Basic)	101.12
Total	1203.35

B. Minimum Rates of Wages for lowest category of employees employed in Non-Coal Mines w.e.f. 01.04.2018 as per rates of Central Govt.

Component (Per Day)	Amount
Basic	350
VDA	20
Total	370

C. Mid-way Wages (Average of A & B)

Particulars (Per Day)	Amount
Minimum Wages of Cat. I as per "10 th Wage Agreement for CIL and SCCL"	1203.35
Minimum Wages for lowest category of employees employed in Non-Coal Mines	370.00
Mid-way Wages	786.68

D. Minimum Wages in line with recommendations of High Power Committee:-

Categories of employees	Basic Rate of Wages (in Rs.) Per Day w.e.f. 04.09.2018
Unskilled	787.00
Semi-Skilled/Unskilled Supervisory	817.00
Skilled	847.00
Highly Skilled	877.00

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Before meeting the wages should be finalized before introduction of some Rs
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