

Memorandum  
of  
Agreement

National Coal Wage Agreement (NCWA)-XI

Kolkata  
20.05.2023

(Recommendations of JBCCI-XI to the Ministry of Coal, Govt. of India)

Joint Bipartite Committee for the Coal Industry (JBCCI)-XI  
Coal India Limited  
'Coal Bhawan'  
New Town, Rajarhat  
Kolkata-700156

संदर्भ: CIL/C-5B/JBCCI-XI/Constitution/120

दिनांक: 10.06.2021

**विषय: Constitution of Joint Bipartite Committee for the Coal Industry (JBCCI)-XI**

In terms of letter no.: 55011/3/2015-PRIW-I/Vol. IV dated 06.05.2021 of Deputy Secretary to the Government of India, Ministry of Coal, the Joint Bipartite Committee for the Coal Industry (JBCCI)-XI is hereby constituted for finalization of National Coal Wage Agreement (NCWA)-XI for Non-Executive Cadre Employees of Coal India Limited (CIL) & its Subsidiaries, the Singareni Collieries Company Limited (SCCL) and participating Private Coal Company, in accordance with the guidelines issued by Department of Public Enterprises (DPE), with the below mentioned representation of Management and four Central Trade Unions:-

**Representing Management**

S. No.	Officials/Designation	Status
1.	Chairman, CIL	Chairman (Ex-officio)
2.	Director (P & IR), CIL	Member Secretary (Ex-Officio)
3.	Director (Finance), CIL	Member
4.	Chairman-cum-Managing Director, NCL	Member
5.	Chairman-cum-Managing Director, ECL	Member
6.	Chairman-cum-Managing Director, SECL	Member
7.	Chairman-cum-Managing Director, CCL	Member
8.	Chairman-cum-Managing Director, WCL	Member
9.	Director (Finance), SECL	Member
10.	Director (Finance), BCCL	Member
11.	Director (Personnel), MCL	Member
12.	Chairman-cum-Managing Director, SCCL	Member
13.	Director (PA & W), SCCL	Member
14.	Representative of Chowgule and Company Private Limited	Member
<b>Total</b>		<b>14 (Fourteen) Members</b>

Shri Ajay Kumar Choudhary, General Manager (MP & IR), CIL will be the coordinator of the Committee



**Representing Workmen**

**Bharatiya Mazdoor Sangh (BMS)**

S. No.	Name	Status
1.	Shri K. LakshmaReddy	Member
2.	Shri Surendra Kumar Pandey	Member
3.	Shri Sudhir Ghurde	Member
4.	Shri K. P. Gupta	Member

**Hind Mazdoor Sabha (HMS)**

S. No.	Name	Status
1.	Shri Nathulal Pandey	Member
2.	Shri Siddharth Gautam	Member
3.	Shri Shiv Kumar Yadav	Member
4.	Shri Shiv Kant Pandey	Member

**All India Trade Union Congress (AITUC)**

S. No.	Name	Status
1.	Shri Ramendra Kumar	Member
2.	Shri V Seetharamaiya	Member
3.	Shri RC Singh	Member

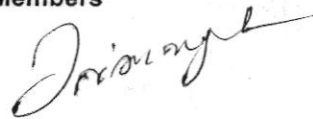
**Centre of India Trade Unions (CITU)**

S. No.	Name	Status
1.	Shri D. D. Ramanandan	Member
2.	Shri Arup Chatterjee	Member
3.	Shri Sujit Bhattacharjee	Member

Total: 14 (Fourteen) Members

  
AITUC



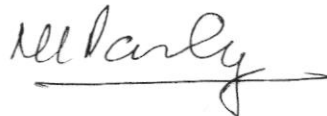




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Representing Workmen

Bharatiya Mazdoor Sangh (BMS)

S. No.	Name	Status
1.	Shri Mazrul Haq Ansari	Alternate Member
2.	Shri Jayant Asole	Alternate Member
3.	Shri P. Madhava Nayak	Alternate Member
4.	Shri Arun Pradhan	Alternate Member

Hind Mazdoor Sabha (HMS)

S. No.	Name	Status
1.	Shri Riaz Ahemad	Alternate Member
2.	Shri RV Raghunandan	Alternate Member
3.	Shri Rajesh Kumar Singh	Alternate Member
4.	Shri Madhav Prasad Agnihotri	Alternate Member

All India Trade Union Congress (AITUC)

S. No.	Name	Status
1.	Shri Lakhan Lal Mahto	Alternate Member
2.	Shri Anit Chakraborty	Alternate Member
3.	Shri Haridwar Singh	Alternate Member

Centre of India Trade Unions (CITU)

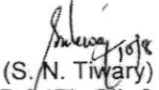
S. No.	Name	Status
1.	Shri Manda Narasimha Rao	Alternate Member
2.	Shri Sarfaraz Hafeez Baig	Alternate Member
3.	Shri Jitendra Singh Sodhi	Alternate Member

**Total: 14 (Fourteen) Members**

The date of meeting of JBCCI-XI shall be notified separately.

NOTE:-

The representation of 4 (four) main and 4 (four) alternate members of Indian National Trade Union Congress (INTUC) shall be kept vacant as was done in JBCCI-X, until the matter is judiciously resolved by the Hon'ble Court(s) and corresponding representation of Management would be added accordingly.

  
(S. N. Tiwary)  
Director (P & IR), CIL &  
Member Secretary, JBCCI-XI

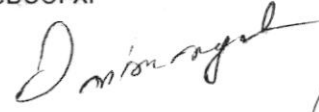
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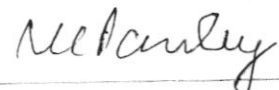
All members and alternate members of JBCCI-XI

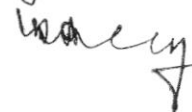


  
AITUC











## PREAMBLE

- 1 The wage structure and other conditions of service including fringe benefits of the employees in the coal industry were 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 15<sup>th</sup> August, 1967. National Coal Wage Agreements were operative as under: -

NCWA	PERIOD	SIGNED ON	TENURE
NCWA-I	01.01.1975 to 31.12.1978	11.12.1974	4 Yrs.
NCWA-II	01.01.1979 to 31.12.1982	11.08.1979	4 Yrs.
NCWA-III	01.01.1983 to 31.12.1986	11.11.1983	4 Yrs.
NCWA-IV	01.01.1987 to 30.06.1991	27.07.1989	4½ Yrs
NCWA-V	01.07.1991 to 30.06.1996	19.01.1996	5 Yrs.
NCWA-VI	01.07.1996 to 30.06.2001	23.12.2000	5 Yrs.
NCWA-VII	01.07.2001 to 30.06.2006	15.07.2005	5 Yrs.
NCWA-VIII	01.07.2006 to 30.06.2011	24.01.2009	5 Yrs.
NCWA-IX	01.07.2011 to 30.06.2016	31.01.2012	5 Yrs.
10 <sup>th</sup> Wage Agreement for CIL and SCCL	01.07.2016 to 30.06.2021	10.10.2017	5 Yrs.

- 2 As the operation of the "10<sup>th</sup> Wage Agreement for CIL and SCCL" finalized by JBCCI-X was upto 30<sup>th</sup> June, 2021, JBCCI-XI was constituted in terms of letter No. 55011/3/2015-PRIW-I/Vol. IV dated 06.05.2021 of Deputy Secretary, Govt of India, Ministry of Coal, New Delhi to negotiate wage agreement of non-executives employees of CIL & its subsidiaries and SCCL.

The composition of the JBCCI-XI is as indicated below:

Representing Management of CIL & SCCL		No. of members
1.	Coal India Limited and its Subsidiary Companies	12
2.	Singareni Collieries Co. Ltd.	02
<b>Total</b>		<b>14</b>
Representing Central Trade Unions & INMF, an affiliate of INTUC, operating in CIL & SCCL		No. of members
1.	BMS	04
2.	HMS	04
3.	AITUC	03
4.	CITU	03
5.	INMF- an affiliate of INTUC	04
<b>Total</b>		<b>18</b>

In terms of judgement dated 10.02.2023 of Hon'ble Division Bench of Calcutta High Court in M.A.T. No. 623 of 2021 with IA No. CAN 1 of 2021, the slot allocated to INTUC as per communication no.: 120 dated 10.06.2021 were allocated to INMF.


Ten meetings of JBCCI-XI were held wherein after detailed deliberations JBCCI-XI arrived at an agreement in the matter of wage structure with fitment benefits, fringe benefits, service conditions, Welfare, Safety, social security (Pension, Post-retirement benefits) and other matters.

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# Chapter – I

## 1.0 Scope and Coverage

- 1.1 The Agreement shall be called the National Coal Wage Agreement (NCWA)-XI and will be effective from 1.7.2021 to 30.6.2026 for a period of 5 years.
- 1.2 This Agreement shall cover all categories of employees in CIL & its Subsidiaries and SCCL which are functioning and may be functioning under these coal companies.
- 1.3 The scope of the agreement covers the wage structure including Dearness Allowance, fitment in the revised pay, fringe benefits, service conditions, welfare, social security including pension, safety, medical & other matters as contained in the different chapters of this Agreement.

  
Rudra Kumar Singh









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## Chapter – II

### Wages, Wage Structure and Dearness Allowance

#### 2.0 Component of Wage

2.1.0 The wage of employees shall consist of :-

- (a) Basic Wage
- (b) Special Dearness Allowance (SDA) at the rate of 17.95% of attendance bonus or 1.795% of basic wage representing computed fringe benefits of attendance bonus, such as contribution of provident fund, payment in lieu of profit-sharing bonus, gratuity etc.
- (c) Variable Dearness Allowance (VDA) linked to the All India Consumer Price Index Number for Industrial workers (Base 1960 = 100) (hereinafter called Index Number) adjustable quarterly depending on variation in Consumer Price Index number above 7819.

#### 2.2.0 Minimum wage

2.2.1 The revised minimum wage for the lowest paid employee on surface in the companies covered by the Agreement shall be **Rs. 43677.45** per month or **Rs. 1679.90** per day at the All India Average Consumer Price Index Number for Industrial workers (Base 1960 = 100) at **7819**. This amount includes the minimum guaranteed benefit of **Rs. 6973.71/-** per month or **Rs. 268.22** per day.

2.2.2 The break-up of the minimum wage of **Rs 43677.45** per month or **Rs 1679.90** per day as on 1<sup>st</sup> July, 2021 linked to AICPI No.7819 will be as indicated below:

	Per day (Rs.)		Per Month (Rs.)		
	Pre-revised	Revised	Pre-revised	Revised	
a.	Basic Wage/Pay	1011.27	1502.66	26293.02	39069.24
b.	Attendance Bonus @ 10% of basic wage	101.13	150.27	2629.30	3906.92
c.	Special DA	18.15	26.97	471.96	701.29
d.	Variable DA (@ 27.8%)	281.13	0.00	7309.46	0.00
<b>Total</b>		1411.68		36703.74	
	Minimum Guaranteed Benefit (19%)	268.22	1679.90	6973.71	
<b>Total:</b>		1679.90		43677.45	43677.45

The Variable Dearness Allowance will vary according to the shift of the Consumer Price Index Number over 7819 as on 1.7.2021, as detailed under Clause 2.6.0.

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### 2.3.0 Basic Wage Structure

- 2.3.1 The revised Basic wage structure for different categories, skills and grades, covering daily rated and monthly rated employees as worked out on the basis of this Agreement are detailed under **Annexure-IIA**.
- 2.3.2 The revised Basic wage structure for different categories, skills and grades, covering daily rated and monthly rated employees for Assam (North East) Coalfields including Excavation are incorporated in **Annexure-IIB**.

### 2.3.3 Wages of Piece-Rated Workers

The rates of basic wages of different group of Piece-rated workers together with the rates of fall back wages etc. are incorporated in **Chapter – III**.

### 2.4.0 Attendance Bonus

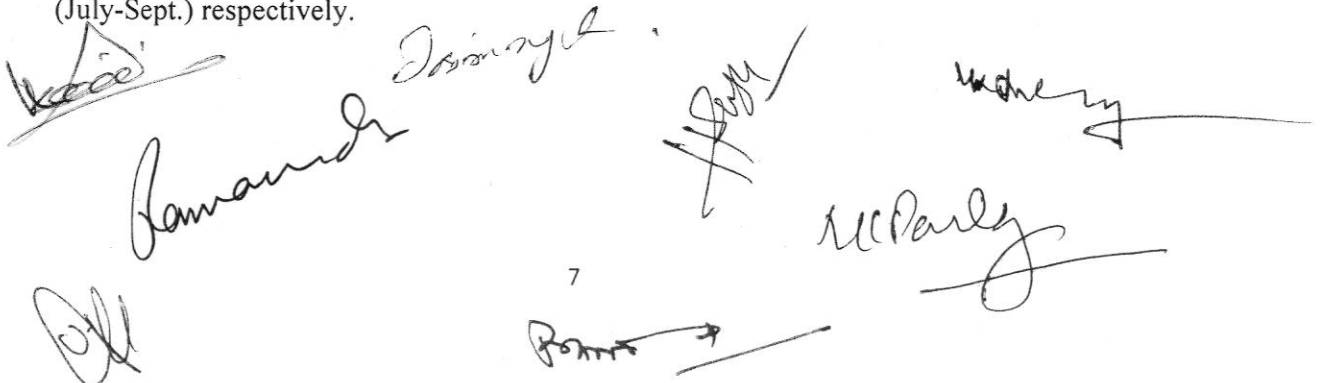
- 2.4.1 The attendance bonus will continue to be paid quarterly at the rate of 10% of Basic wage.
- 2.4.2 As computed, fringe benefits on Attendance Bonus are being paid as Special Dearness Allowance (SDA) along with wages, the quarterly bonus shall not attract any other fringe benefits.

### 2.5.0 Special Dearness Allowance

Special Dearness Allowance shall attract fringe benefits such as Provident Fund, payment in lieu of Performance Linked Reward Scheme 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. 39069.24/- as computed would be Rs. 701.29/-. The computed fringe benefits on Attendance Bonus called Special Dearness Allowance will also attract all fringe benefits applicable to Dearness Allowance.

### 2.6.0 Variable Dearness Allowance

It is agreed to pay 100% DA Neutralization for all the employees irrespective of their basic pay. The rate of VDA payable w.e.f. 1.7.2021 is tabulated under **Annexure – VDA**. The Variable Dearness Allowance at AICPI **7819** (Base 1960 = 100) shall be "NIL" as on 1.7.2021. The VDA will be revised quarterly and paid on and from 1<sup>st</sup> March, 1<sup>st</sup> June, 1<sup>st</sup> September and 1<sup>st</sup> December of every year on the basis of average of AICPI Number for the quarter ending December (Oct-Dec), March (Jan-March), June (April-June) & September (July-Sept.) respectively.





**2.7.0 Minimum Guaranteed Benefit.**

All employees covered by this agreement who were on the rolls of different units/establishments of Coal Companies as on 30.06.2021 and continued to be on the rolls as on 01.07.2021 and thereafter will be given a minimum guaranteed benefit (MGB) @ 19% of total emoluments (Basic + DA + SDA + Attendance Bonus) as on 30.06.2021.

**2.8.0 Fitment of Time Rated & Monthly Rated employees.**

**2.8.1** The existing total emoluments of an employee, as on 30.06.2021 comprising of Basic wage, VDA, Special DA, Attendance Bonus and MGB @ 19% of emoluments, will be added together and amount so arrived at will be divided into Basic Wage, Attendance Bonus ( @ 10% of basic pay ) and Special DA ( @ 17.95% of Attendance Bonus ).

**2.8.2** A few illustrations of fitment of employees on revision of pay are given in “Annexure – IIC”.

**2.9.0 Date of Annual Increment :**

Date of annual increment shall not be changed and will remain the same.

**2.10.0 Rate of Annual Increment**

Rate of increment shall be fixed @ 3% of basic wage of each category/grade on progressive basis.

**2.11.0 Service Linked Promotion-** Applicable as per I.I.No.24 dated 01.12.2011 of NCWA-VIII and thereupon clarification dated 19/06/2013.



*Jirongal* \*\*



*Bemanand*



*Redarby*



## 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 8<sup>th</sup> October, 1986 (vide "Booklet on Nomenclature, Job description and Categorization 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 Rate of Group wages for Piece-Rated Miners and Loaders in Madhya Pradesh, Chhattisgarh and Maharashtra Coalfields.**
- 3.3.1 The existing workload for miners and loaders of Madhya Pradesh, Chhattisgarh 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, Chhattisgarh and Maharashtra Coalfields.

	For workload of 100 cft	For workload of 118 cft
Existing Rate	Rs. 1375.32	Rs. 1622.83
Revised Rate w.e.f. 01.07.2021	Rs. 2043.59	Rs. 2411.36

- 3.3.3 The Fall Back wages in respect of Piece-rated miners and loaders in Madhya Pradesh, Chhattisgarh 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 workload in excess of the prescribed workload, a Piece-rated worker shall be paid pro-rata increase in the basic piece-rate as well as Special Dearness Allowance and Variable D.A
- 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-III A & B. In addition, they will get SDA, VDA, SPRA, Compensatory MGB if any, as applicable to them on full work norms.

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

3.5.3 The case where Fall Back Wage are paid continuously, the case will be monitored periodically to ensure effective control.

### 3.6.0 Mechanised Face crew/Multiskilled job

In order to introduce the concept of Mechanised Face crew/Multiskilled jobs, the Technical Sub Committee to be constituted by Standardization Committee which shall examine and submit their recommendations within six months for implementation.

### 3.7.0 Piece-Rated Trammers

3.7.1 In case of revision of unit rate of trammers effective from 01.07.2021 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 earnings is not less than corresponding pay of Cat-III i.e. **Rs. 1944.04** (basic per day). The workload and rate of payment would be reviewed periodically when changes in condition of work occur.

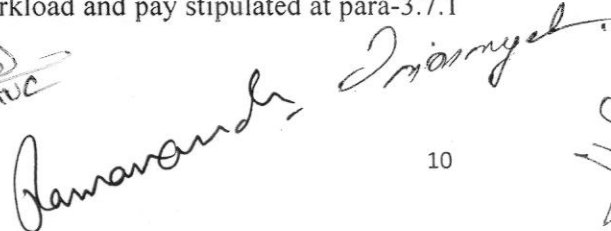
3.7.2 The piece-rated trammers will be given an increase in their consolidated emoluments consisting of basic wage, attendance bonus, variable dearness allowance and special DA so as to give them a minimum benefit of 19% of total emoluments as on 30.06.2021 on the average total emoluments inclusive of basic, attendance bonus, VDA and SDA. In evolving the piece-rate, the average number of tubs trammed during the six months period from 1<sup>st</sup> January 2021 to 30<sup>th</sup> June, 2021 will be taken into consideration.

3.7.3 a) Where the work performance of trammers for a period of six months with effect from 1<sup>st</sup> January, 2021 is more or less the same as compared to the working norm/standard fixed before this agreement comes into force i.e. prior to 1.7.2021, the revision of tramping rates will be made according to the above clauses.

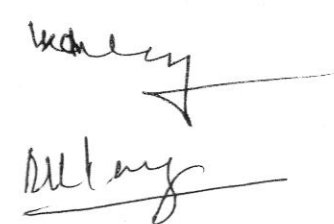
b) Where the work performance is below the norms, the norms will be so revised so as to give them the benefit as stipulated above.

c) Where there are wide variations in the work performance on the higher side against the work norms as referred to above, the work load should be so adjusted as to ensure that increase in total earnings does not exceed 19% of the total emolument ( Basic + DA + SDA + Attendance Bonus) as on 30<sup>th</sup> June, 2021. However, this will be subject to the workload and pay stipulated at para-3.7.1

  
Anand

  
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### 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 wages 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 increase of Rs. 614.02 per day in basic wage.

### 3.8.1 Slurry/pond Piece-rated workers.

Joint Committee at the Company level will decide the work load and wages in respect of slurry/pond Piece rated workers within a period of 3 months positively.

### 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 & 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 & lift payment will be treated as basic wages for all purpose.

### 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 @ 19% of Basic (i.e. Group Wages + SPRA + Compensatory MGB if any) + DA + SDA + Attendance Bonus as on 30.06.2021. There will be no change in the Group Wages as fixed in terms of clause 3.2.0.

### 3.11.2 Special Piece-Rate Allowance

Piece-rated workers who were on the rolls on 30<sup>th</sup> June, 2021 and continued to be so on 1<sup>st</sup> July 2021 and thereafter, the following amount, as indicated against each group, will be paid as SPRA annually in addition to their existing SPRA, to provide motivation for achieving higher productivity. This will be effective from 1.7.2021. (However, the SPRA will accrue from the anniversary date of employee concerned).

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Group	Rate of Annual SPRA (Rs. per day)	
	As per 10 <sup>th</sup> Wage Agreement for CIL and SCCL w.e.f. 01.07.2016	Revised Rates w.e.f. 1.7.2021
I	25.47	37.85
II	26.00	38.63
III	26.61	39.54
IV	26.79	39.81
V	33.25	49.41
VA	33.43	49.67

SPRA will be increased by 3% annually.

SPRA already drawn on and from 1<sup>st</sup> July, 2021 onwards will be adjusted and the employees will be entitled to the payment of difference between the rates agreed to herein above and the payment already made to them.

The matter of payment of SPRA to the piece-rated employee working in MP, Chhattisgarh, Maharashtra and Assam shall be deliberated and decided in the Standardisation Committee.

- 3.11.3 Piece-rated workers appointed on or after 1<sup>st</sup> July, 2021 will also be entitled to earn the Special Piece-rated Allowance after completion of one year continuous service in the manner, time rated workers are granted annual increment as per I.I. No.24 dated 01/12/2011 of NCWA-VIII.
- 3.11.4 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 seven/eight years in respect of underground and surface respectively.**

NOTE:

While an employee engaged in a 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 related to SPRA will be mutually settled in the Standardisation Committee.

  
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## Chapter-IV Underground Allowance

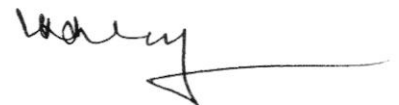
- 4.1.0 The Underground Allowance shall continue to be paid to those employees working underground as defined under the Mines Act 1952, Rules and Regulations framed thereunder.
- 4.2.0 Underground allowance shall be 11.25% of revised Basic as on 01/07/2021 and amount so arrived at shall remain fixed and will be paid for the entire period of this agreement. The revised UG allowance will be paid with effect from 01/07/2021.

In case of Assam (North East Coalfields), Underground allowance shall be 13.13% of revised Basic as on 01/07/2021 and amount so arrived at shall remain fixed and will be paid for the entire period of this agreement. The revised UG allowance will be paid with effect from 01/07/2021.

- 4.3.0 The Underground Allowance shall be treated as Wages as hitherto and will be taken into account for the following purposes:
- i. Calculation of Earned Leave/Annual Leave wages
  - ii. Payment of National/Festival holidays.
  - iii. Sick leave/Casual leave with wages
  - iv. Overtime allowance
  - v. Gratuity and Post Retirement Benefit Scheme
  - vi. Contribution towards CMPF/other contributory Provident Fund
  - vii. Injury on Duty

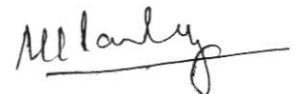
  
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## Chapter-V Allowances

### 5.1.0 Special Allowance : (To be paid w.e.f. 01/07/2021)

It will be paid @ of 5% of revised Basic as on 01/07/2021 and shall remain fixed in absolute amount for the entire period of this agreement. This revised Special allowance will be paid w.e.f 01/07/2021.

### 5.2.0 Other allowances : (To be paid w.e.f. 01/06/2023)

#### 5.2.1. Washing Allowance

Employees who will be provided with uniform by the Management will be paid a Washing Allowance at the rate of Rs 187.50/- per head per month. In respect of Nursing Staff, however, the amount of Washing Allowance payable to them will be Rs. 218.75/- per head per month. Where washing of uniforms is arranged by the Management, the Washing Allowance will not be paid.

#### 5.2.2 Transport Subsidy

5.2.2.1 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. 28.75/- per day of actual attendance.

5.2.2.2 In case of an employee transferred/deployed 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. 28.75/- per day of actual attendance as long as he is required to report the old place of work.

#### 5.2.3 Additional Transport Subsidy

Additional Transport Subsidy/Night Shift Allowance at the rate of Rs. 50/- per day of work will be paid to those in the last shift in night whether it is called Night Shift or third shift or C shift.

#### 5.2.4 Conveyance Reimbursement

Car/Scooter/Moped/Motor Cycle (Four Wheeler & Two Wheeler) conveyance reimbursement will be paid at the rate of Rs. 62.50/- per day of attendance. Employees getting Conveyance Reimbursement shall not be entitled for Transport Subsidy. The existing employees who are having valid driving license with ownership of the vehicle will be eligible for conveyance reimbursement.

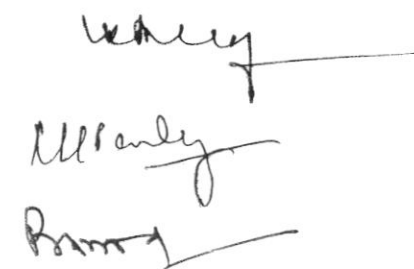
#### 5.2.5 Nursing Allowance

Nursing staff will be paid Rs. 500/- per month as Nursing Allowance.

  
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## 5.2.6 Difficulty Allowance

**5.2.6.1 Thin Seam Allowance** Considering the special difficulties of piece-rated and time rated/monthly rated workers in the face underground in thin seams the following payment shall be made.

### Rate of Payment:

- (i) Seams above 1.5m thickness - Nil
- (ii) Seams of 1 meter to 1.5 meters thickness
  - (a) An amount equal to 5% of revised basic for basket loading and 2.5% of revised basic for shoveling on to conveyor.
  - (b) An amount equal to 2% of revised basic for time rated, monthly rated and other piece-rated workers required to work at a place where height is between 1 to 1.5 m.
- (iii) Seam below 1 meter thickness: The management assured that seams below 1 meter thickness will not be worked till the signing of the next agreement.

**5.2.6.2 Working in Heavy Watery Conditions - Underground** Rain coats, Gum boots and hoods shall be provided need based to such of the workmen who are exposed to heavy watery conditions in underground mines.

**5.2.6.3 Travelling over Steep Gradients** Where travelling over steep gradients exceeds 1000 meters and the average gradient is in excess of 1 in 3, an allowance of Rs. 12.50 /- per shift will be paid to each of the workers working in such a mine or district or section. Where such traveling exceeds 2000 meters, this allowance will be Rs.25.00 /- per attendance.

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.

### 5.2.6.4 Dust

Workmen exposed to heavy dusty conditions at the place of work will be provided with "Dust Mask". Efforts will be made for effective dust suppression at working place so that workmen are not exposed to heavy dusty conditions.

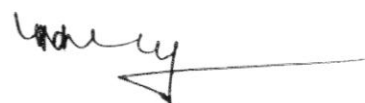
## 5.2.7 Fuel Allowance

The cost of one LPG Cylinder (14.5 KG.) at Govt. rate will be reimbursed in lieu of free supply of Coal

  
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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, 1952.

**Note:** For the purpose of computation of attendance for determining the eligibility for earned leave, all authorized paid leave (Sick Leave with full pay, Casual leave with pay, Maternity leave with pay, Child Care leave 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 leave would, however, not earn any leave.

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

**6.3.0 Accumulation of Earned Leave/Annual Leave with Wages.**

Accumulation of Earned Leave/Annual Leave will be **150** days prospectively.

**6.4.0 Encashment of Earned Leave.**

The workmen will be entitled to get encashment of earned leave at the rate of 15 days per year. On discontinuation of service due to death, retirement, superannuation and VRS, the balance leave or **150** days whichever is less will be allowed for encashment.

**6.5.0 Sick Leave and Special Leave**

6.5.1 The existing provision relating to Sick Leave of 15 days with full pay in a calendar year will continue. Sick leave with full pay will accumulate up to **150** days prospectively.

6.5.2 Grant of Special Leave to employees suffering from Heart disease, TB, Cancer, Leprosy, Paralysis, Renal diseases, H.I.V. and Brain disease/disorder.

Employees suffering from Heart disease, TB, Cancer, Leprosy and Paralysis, Renal diseases, H.I.V. and Brain diseases/disorder shall be granted leave at 50% of emoluments i.e. Basic Pay+VDA+SDA till they are declared fit by the Company Medical Board or any other hospital to which the cases may be referred for treatment by the Management duly vetted by the company Medical Board. Additional diseases such as Liver cirrhosis, complete Blindness shall be examined and the report will be submitted in Standardization Committee of JBCCI-XI.

**6.6.0 Casual Leave with pay**

Employees shall be entitled to a maximum of 11 days of Casual Leave with wages in a calendar year and those joining during the year shall be allowed to avail it proportionately.

**6.7.0 Maternity Leave & Child Care Leave**

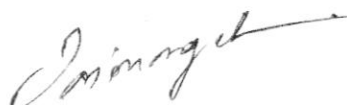
As per the office order no. CIL/C-5B/JBCCI/277 dated 28.04.2016.

**6.9.0 Paternity Leave**

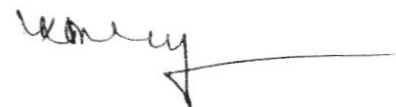
Paternity leave for 5 days shall be granted to eligible male employees for maximum two children upto 6 months from the date of delivery of the child based on documentary evidence. In case the leave is not availed, it will be treated as lapsed.

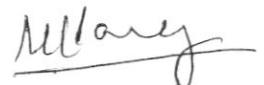
  
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**6.10.0 Study Leave**

Study leave without pay for a maximum duration of 2 years shall be granted to eligible employees for completion of Post Graduate Diploma in Management (equivalent to MBA) in top five Indian Institute of Management (IIM) i.e. IIM Ahmedabad, Bengaluru, Calcutta, Indore, Lucknow.

**6.11.0 Quarantine Leave**

As per the certified standing orders of the establishment.

**6.12.0 National/Festival Holidays**

Employees covered under this agreement shall be entitled to avail 9 (nine) National/Festival holidays with wages in a calendar year which includes paid holiday specifically for Dr. BR Ambedakar Jayanti i.e. 14<sup>th</sup> April.

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