



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

No: CIL/C-5B/JBCCI/50

Dated: 25.11.2014

OFFICE ORDER

To,		
The Chairman-cum-Managing Director,	ECL,	Sanctoria
The Chairman-cum-Managing Director,	BCCL,	Dhanbad
The Chairman-cum-Managing Director,	CCL,	Ranchi
The Chairman-cum-Managing Director,	WCL,	Nagpur
The Chairman-cum-Managing Director,	SECL,	Bilaspur
The Chairman-cum-Managing Director,	NCL,	Singrauli
The Chairman-cum-Managing Director,	MCL,	Sambalpur
The Chairman-cum-Managing Director,	CMPDIL,	Ranchi

Sub: Decision Taken in the Meeting with the CTUs dated 15.09.2014

Pursuant to the decision taken in the meeting with the Five Central Trade Unions operating in the Coal Industry on their joint notice dated 31.08.2014 to resort to 'Work to Rule' from 18th-20th September 2014 in Coal India Ltd. & its subsidiaries, the decisions taken on some of the demands are placed as under for necessary action and compliance:-

1. Withdrawal of Circular Reg. Age Mis-Match

The determination of date of birth of an employee shall be in the line with the provisions of Implementation Instruction No. 76. of NCWA-III dated 25.04.1988 which has not been amended so far. Individual cases to be looked into by the concerned subsidiaries and resolved as per the extent instructions.

2. Pay Protection of Piece Rated Employees while converting into Monthly/Daily Rated Employees.

There was a standard formula for deriving wages in cases of conversion of Piece Rated to Time Rated Employees by protecting Group Wages, SPRA and Compensatory MGB. Those selected in a higher category/grade, mining sirdar, overman and in other technical categories and their existing pay is more than the initial basic pay of selected category; their pay fixation would be ensured with pay protection. Past cases may be dealt in this line.

You are requested to take necessary action for compliance the above decision.

This issues with the approval of the competent authority.

(Bhagwan Parde.)
General Manager (MB & IR)

Distribution:

1. Director (Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
2. Director (Finance), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
3. Director (RD & T), CMPDIL, Ranchi
4. Director (Pers.)/Director (Finance)/Director (Tech.)/Director (Mktg.), CIL, Kolkata
5. Chief Vigilance Officer, CIL, Kolkata
6. CGM/TS to Chairman, CIL, Kolkata
7. General Manager, NEC, Guwahati, Assam
8. General Manager (Finance), CIL, Kolkata
9. General Manager (E&T), CIL with a request to kindly upload the Office Order on the website of CIL under a new Heading "Office Orders-Non-Executives". Scanned copy is being e-mailed separately.
10. TS to D (P & IR), CIL/Chief Manager (P/IR), CIL, Kolkata