


**विषय: Record Note of Discussion of first Meeting of JBCCI-XI held on 17.07.2021
at CIL (HQ), Kolkata**

The Record Note of Discussion of first meeting of JBCCI-XI held on 17.07.2021 at CIL (HQ), Kolkata is enclosed herewith for kind information.

संलग्नक: यथोपरित


(Ajay Kumar Choudhary)
General Manager (MP & IR), CIL/
Coordinator, JBCCI-XI

वितरण:-

1. Shri Pramod Agrawal, Chairman, CIL & Chairman, JBCCI-XI
2. Shri Vinay Ranjan, Director (P & IR), CIL & Member Secretary, JBCCI-XI
3. Shri Samiran Dutta, Director (Finance), CIL/BCCL
4. Shri P. K. Sinha, Chairman-cum-Managing Director, NCL
5. Shri P. S. Mishra, Chairman-cum-Managing Director, ECL
6. Shri A. P. Panda, Chairman-cum-Managing Director, SECL
7. Shri P. M. Prasad, Chairman-cum-Managing Director, CCL
8. Shri Manoj Kumar, Chairman-cum-Managing Director, WCL
9. Shri S. M. Choudhary, Director (Finance), SECL
10. Shri Keshav Rao, Director (Personnel), MCL
11. Shri N. Sridhar, Chairman-cum-Managing Director, SCCL
12. Shri N. Balram, Director (PA & W), SCCL
13. Shri Shiv Nath Jha, General Manager, Chowgule and Company Private Limited
14. Shri K. LakshmaReddy (BMS)
15. Shri Surendra Kumar Pandey (BMS)
16. Shri Sudhir Ghurde (BMS)
17. Shri K. P. Gupta (BMS)
18. Shri Nathulal Pandey (HMS)
19. Shri Shiv Kant Pandey (HMS)
20. Shri Siddharth Gautam (HMS)
21. Shri Shiv Kumar Yadav (HMS)
22. Shri Ramendra Kumar (AITUC)
23. Shri V Seetharamaiah (AITUC)
24. Shri RC Singh (AITUC)
25. Shri D. D. Ramanandan (CITU)
26. Shri Arup Chatterjee (CITU)
27. Shri Sujit Bhattacharjee (CITU)

प्रतिलिपि:-

1. Director (Marketing), CIL
2. All Alternate Members of JBCCI-XI

Record Note of Discussion of first meeting of JBCCI-XI

Date: 17.07.2021

Venue: CIL (HQ), Kolkata

1. List of members present is as per **Annexure-I**.
2. The meeting began with the Corporate Geet of CIL & SCCL.
3. Leave of absence was granted to CMD, SCCL and GM, Chowgule & Company Pvt. Ltd. with a request to advise members to intimate the reason of absence in advance.
4. **General Manager (MP&IR), CIL**, the coordinator of JBCCI-XI, while extending the formal welcome, introduced the members and special invitee to the house.
5. **Director (P & IR), CIL**, the Member Secretary of JBCCI-XI in his opening remarks expressed his heartfelt gratitude towards the Ministry of Coal, Govt. of India and Chairman, CIL for timely constitution of JBCCI-XI for revision of Wages, Service conditions, Welfare and other related matters of Non-Executive Cadre employees of participating coal companies.
6. While thanking the representatives of CTUs for their continued support & cooperation in overall growth of the Coal Industry, diversification plan of CIL and new initiatives such as first mile connectivity to address environmental concerns, quality of coal etc. were shared.
7. It was conveyed that only with the suggestions enriched with vast experience & expertise of CTUs members, production, productivity and performance of the industry can be improved.
8. **Chairman, CIL**, the Chairman of the Committee, while welcoming the members expressed gratitude towards representatives of CTUs for their laudable contribution in achievement of approx. 600 MT of Coal Production in 2020-21 by CIL which in 1973 was only 79 MT.
9. The Chairman apprised the challenges of Coal industry such as meeting targets of coal production, ensuring sale/marketability of coal considering economic viability of alternate sources of energy.
10. He opined that as per the terms of reference, decision on Wages, Social Security and other matters of approx. 3 lakh Non-Executive Cadre employees of participating Coal Companies, though may take reasonable time, it would be a mutually agreed decision.

Aspiration of Coal Workers represented through CTUs members and company's capacity to pay need to be considered keeping in view the obligatory guidelines of Government of India circulated through Department of Public Enterprises for Wage negotiation of Unionized Workmen mentioned in the letter dated 06.05.2021 of Ministry of Coal regd. Constitution of JBCCI-XI.

He expressed hope that within the given parameters, the amicable and mutually agreed solution can be achieved.

With above words, he wished all success to the Committee and granted permission to initiate further proceedings of the meeting.

- 11. Shri Surendra Kumar Pandey (BMS)** suggested that as the printed copy of presentation by Management [consisting of DPE's Guidelines, Physical & Financial Performance of CIL & SCCL] has already been provided, considering the time constraints, discussion may be held only on financial performance.
- 12.** The above suggestion was agreed and the committee while noting the information provided, initiated discussion on financial performance.
- 13.** During the deliberations, it transpired that the financial details, particularly "share of wages in cost of production" include Executives' share too, which may be excluded and henceforth be provided exclusively for Non-Executives.
- 14.** On the request of representatives of CTUs to provide opportunity of conveying their thoughts, it was agreed that all main members of the Committee may share their thoughts in brief.
- 15.** Thereafter, representatives of CTUs, while welcoming members and expressing their appreciations towards management for constitution of JBCCI-XI and convening its first meeting soon after expiry of tenure of JBCCI-X, shared their views, a brief of which is as under:-

I. Shri K. LakshmaReddy (BMS)

- i)** Established practices may continue and meetings should be convened in a way that sufficient time is available for fruitful deliberations.
- ii)** In line with the other CPSEs, schemes for welfare of families of coal workers died due to COVID-19, such as supporting education of children, providing company's quarters till notional date of superannuation of the deceased employees etc. may be prepared
- iii)** In line with other CPSEs, special casual leave to cover the period of absence from duty due to COVID-19 may be provided to employees including Contractors' Workers uniformly.
- iv)** As announced by Hon'ble Minister of Coal, Mines & Parliamentary affairs, Exgratia payment of Rs. 15 lakh to the dependent of contractors' workers dying due to COVID-19 should also be made by SCCL.
- v)** Gratuity ceiling of Rs. 20 lakh w.e.f. 01.01.2017 should be made applicable for Non-Executive Cadre employees too in line with their Executive counterparts.
- vi)** Minimum Pension under CMPS-1998 should be reasonable.
- vii)** To provide better medical facilities, shortage of doctors, paramedical staff, equipments, machineries etc. should be fulfilled.
- viii)** Issues regarding welfare of coal workers may be redressed by Management without waiting for demands from CTUs.

II. Shri Nathulal Pandey (HMS):

- i)** For industrial peace and growth, Management & Unions should be together which has been continuing in Coal Industry since beginning.
- ii)** Alternate members should also be provided the same facility as being extended to Main Members of the Committee
- iii)** Coal Workers ensured that even during the pandemic, there is no shortage of coal. Considering their contribution, Exgratia amount of Rs. 15 lakh presently being paid to the dependent of employees including Contractors' Workers dying due to COVID-19 should be enhanced to Rs. 25 lakh.

III. Shri Ramendra Kumar (AITUC):

- i)** Hon'ble Minister of Coal, Mines & Parliamentary Affairs along with the Management of CIL must be appreciated for payment of Exgratia of Rs. 15 Lakh to the employees and contractors' workers dying due to COVID-19
- ii)** SCCL should also make payment of Exgratia of Rs. 15 Lakh to the dependents of Contractors' Workers dying due to COVID-19.
- iii)** Special Casual Leave to cover period of absence due to COVID-19 should also be granted uniformly.
- iv)** Recommendations of High Power Committee/Joint Committee should also be implemented in SCCL.
- v)** Wage Agreement finalized between Management & CTUs should not be confined within any parameter including DPE's Guidelines.
- vi)** Timely finalization of Wage Agreement shall boost the morale and ensure motivation of coal workers.
- vii)** Commercial Coal Mining indicates that the Govt. of India expects rise in demand of Coal as alternate sources of energy are insufficient to meet the energy requirement of the nation.

IV. Shri DD Ramanandan (CITU):

- i)** Pending issues of last Wage Agreement should be the starting point of deliberation during JBCCI-XI
- ii)** Though the contribution of Coal for providing energy amongst other sources may decline in future, there would surely be huge jump in demand of Coal. Govt. of India and CIL has targeted production of 1 BT Coal by 2023-24 which indicates that the demand of Coal shall increase. To fulfill the vision of Rs. 5 Trillion Economy as envisaged by the Hon'ble Prime Minister of India, requirement of Coal need to be high.
- iii)** Financial performance presented before house must give holistic picture e.g. amount paid to other stakeholders such as Govt. in the form of Cess, Taxes, Dividend etc. should also be shared.
- iv)** Any act of restructuring of CIL shall have an adverse impact on the Industrial Relations scenario.

V. Shri Surendra Kumar Pandey (BMS):

- i) In spite of differences, till finalization of Wage Agreement, CTUs shall remain united.
- ii) Finalization of Wage Agreement may take time as CTUs would like to deliberate the joint charter of demand in detail.
- iii) Detailed discussion on all parameters including financial performance should take place during meetings of JBCCI which should be held as per the past practices.
- iv) DPE's guidelines are not applicable in collective bargaining.
- v) Tentative date of convening next meeting of the Committee may be decided so that CTUs' members can schedule their other activities accordingly.

VI. Shri Shiv Kant Pandey (HMS):

- i) Status of implementation of last Wage Agreement should be discussed.
- ii) Nodal officers for CPRMSE have been decided by all subsidiaries. The same should be implemented for CPRMS-NE too.

VII. Shri V. Seetharamaiah (AITUC):

- i) Participating CTUs of JBCCI should be invited in JCC and other IR meetings of SCCL.
- ii) Recommendations of HPC should be implemented in SCCL too.
- iii) Ex gratia payment of Rs. 15 Lakh should be made by SCCL to their Contractors' Workers died due to COVID-19.
- iv) JBCCI-X should be implemented in letter & spirit.
- v) During deliberations for wage revision, the profitability and contribution of coal workers during the pandemic should be taken into consideration.

VIII. Shri Arup Chatterjee (CITU):

- i)** Non-implemented issues of JBCCI-XI must be reviewed and Action Taken Report (ATR) should be presented.
- ii)** Clause 9.4.0 of Wage Agreement should be implemented uniformly.
- iii)** Special casual leave to employees affected by COVID-19 should be given uniformly.
- iv)** To get rid of the problem of unauthorized occupation, in line with practice/guideline of SAIL & HEC, identified quarters of companies may be given on lease with preference to Coal Workers by framing a policy in this regard.
- v)** Coal Companies should have their land bank as the property of the company is the public property which should be protected.
- vi)** Charter of demands submitted by CTUs representatives is reasonable.

IX. Shri Sudhir Ghurde (BMS):

- i)** Agreed points of 11th Meeting of Standardization Committee of JBCCI-X should be implemented.
- ii)** Expenditure incurred after treatment taken in company's hospitals as member of CPRMS-NE should be reimbursed.
- iii)** Mining operations in NEC have been suspended due to non-receipt of forest clearances. The process of forest clearances should be expedited and made smooth.
- iv)** Recommendations of DGMS made after inspections are not implemented properly due to which the performance of the company is getting impacted.
- v)** Cases of SFVRS where son(s) did not get employment but services of female employee(s) were discontinued should be looked into.
- vi)** Cases of SFVRS-2015 where employment has not yet been granted for various reasons after completion of training, should be looked into.
- vii)** One time age relaxation of 5 years in the upper age limit for direct recruitment of overman and mining Sirdar as done in 2016 should be granted.
- viii)** Issue of coal theft should be looked into.

X. Shri Shiv Kumar Yadav (HMS):

- i)** Coal Workers should be given the status of frontline workers
- ii)** Exgratia amount to the dependent of coal workers dying due to COVID-19 should be enhanced to Rs. 50 lakh.
- iii)** Provisions of Wage Agreement should be implemented through Implementation Instructions.
- iv)** Provisions of Clause 9.4.0 of Wage Agreement should be implemented and medical boards should be constituted
- v)** Initial Medical Examination (IME) should be done as per the provisions of Medical Attendance Rules (MAR) & Mines Rules 1955 wherein person for IME should be divided in Group A & Group B for medical examination.
- vi)** While conversion of PR to TR, pay protection should be done and no recovery should be made.
- vii)** I.I. No. 76 dated 25.04.1988 of NCWA-III should be implemented and subsidiaries should not make any deviations.
- viii)** Decision taken in the meeting of Apex JCC held on 22.01.2021 with regard to not declaring a person medically unfit due to BP & Sugar should be implemented uniformly
- ix)** All the issues agreed in the past must be implemented.

XI. Shri RC Singh (AITUC):

As the message has already been conveyed by other CTUs' members, considering the time constraints, solidarity to the sentiments of previous speakers were conveyed.

XII. Shri Sujit Bhattacharjee (CITU):

- i)** Genuine demands of contractors' workers should be looked into and their rights should be protected.
- ii)** Recommendations of High Power/Joint Committee should be implemented in SCCL too.

XIII. Shri KP Gupta (BMS):

- i)** Coal Workers have ensured energy supply to the Nation during the pandemic of COVID-19
- ii)** All the provisions of Wage Agreement including those related to social security should be implemented in letter & spirit.
- iii)** Matter of Social Security to Coal Workers should be deliberated
- iv)** On matters such as Welfare, Career Growth etc. there should be uniformity in approach of subsidiary companies.
- v)** Pension under CMPS, 1998 should be revised.
- vi)** Process of reimbursement under CPRMS-NE should be improved.
- vii)** II No. 76 dated 25.04.1988 of NCWA-III should be implemented uniformly.
- viii)** To address the issue of unauthorized occupation, identified quarters should be given on lease to workers
- ix)** Provisions of Wage Agreements under Clause 9.3.0, 9.4.0 & 9.5.0 should be implemented in totality.

XIV. Shri Siddharth Gautam (HMS):

- i)** Provision under Clause 9.4.0 of Wage Agreement should be implemented.
- ii)** Employment to one dependent of the deceased employee, under Clause 9.3.0 of Wage Agreement, should be provided within definite timeline. Grievances in this regard should be redressed.
- iii)** Recommendations of High Power/Joint Committee should be implemented. Steps should be taken to abolish malpractices and exploitation of Contractors' Workers.
- iv)** On the basis of report of the Joint Committee, if found adverse, appropriate action should be taken against the contractor/outsourcing companies.
- v)** The dominant position of CIL in Coal Production should be maintained to protect the rights of coal workers.
- vi)** Production through departmental manpower should be encouraged by providing better infrastructure facilities and support to employees engaged therein.

16. Director (Personnel), SCCL:

- i) Matter of payment of Exgratia of Rs. 15 Lakh to the dependents of contractors' workers dying due to COVID-19 shall be placed for deliberation and decision of Board of Directors of SCCL.
- ii) Implementation of recommendations of High Power/Joint Committee may be reviewed by SCCL. However considering the high cost of production, losses incurred and high stripping ratio, it may not be feasible to implement the recommendations of High Power/Joint Committee.
- iii) SCCL has got tax exemption for CPRMS-E/NE and based on the feedback received, necessary improvements shall be made.
- iv) Provisions of "10th Wage Agreement for CIL and SCCL" finalized by JBCCI-X have been implemented in totality, however specific issues, if brought to the notice, may be redressed

17. Chairman, CIL acknowledged and appreciated the members for conducting the meeting in a cordial environment. It was informed that the endeavours were made to convene the meeting before expiry of tenure of JBCCI-X, however keeping in view the litigation matters filed before Hon'ble Courts, necessary steps were taken so that proceedings are not stalled and the interests of Coal Workers are protected.

18. He informed that the issues raised by CTUs' members shall be examined.

19. Director (P & IR), CIL considering the interactions during meeting to be enriching, expressed gratitude towards members.

20. It was informed that efforts shall be made to convene the second meeting of the Committee in September 2021, intimation of which shall be made at least 10-15 days in advance.

Thereafter, meeting ended with vote of thanks to the Chair.

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Members Present in First Meeting of JBCCI-XI

Date: 17.07.2021

Venue: CIL (HQ), Kolkata

Representatives of Management:-

S. No.	Name	Designation
1.	Shri Pramod Agrawal	Chairman, CIL & Chairman, JBCCI-XI
2.	Shri S. N. Tiwary	Director (P & IR), CIL & Member Secretary, JBCCI-XI
3.	Shri Samiran Dutta	Director (Finance), CIL/BCCL
4.	Shri P. K. Sinha	Chairman-cum-Managing Director, NCL
5.	Shri P. S. Mishra	Chairman-cum-Managing Director, ECL
6.	Shri A. P. Panda	Chairman-cum-Managing Director, SECL
7.	Shri P. M. Prasad	Chairman-cum-Managing Director, CCL
8.	Shri Manoj Kumar	Chairman-cum-Managing Director, WCL
9.	Shri S. M. Choudhary	Director (Finance), SECL
10.	Shri Keshav Rao	Director (Personnel), MCL
11.	Shri N. Balram	Director (PA & W), SCCL
12.	Shri A. K. Choudhary	GM (MP & IR), CIL & Coordinator, JBCCI-XI
Special Invitee		
1	Shri Vinay Ranjan	Director (Personnel), ECL

Members Present in First Meeting of JBCCI-XI
Date: 17.07.2021 **Venue: CIL (HQ), Kolkata**

Representatives of CTUs (Main Members):-

S. No.	Name	Central Trade Union
1.	Shri K. LakshmaReddy	BMS
2.	Shri Surendra Kumar Pandey	BMS
3.	Shri Sudhir H. Ghurde	BMS
4.	Shri Krishna Prasad Gupta	BMS
5.	Shri Nathulal Pandey	HMS
6.	Shri Shiv Kant Pandey	HMS
7.	Shri Siddharth Gautam	HMS
8.	Shri Shiv Kumar Yadav	HMS
9.	Shri Ramendra Kumar	AITUC
10.	Shri V. Seetharamaiah	AITUC
11.	Shri R.C. Singh	AITUC
12.	Shri D. D. Ramanandan	CITU
13.	Shri Arup Chatterjee	CITU
14.	Shri Sujit Bhattacharjee	CITU

Members Present in First Meeting of JBCCI-XI

Date: 17.07.2021

Venue: CIL (HQ), Kolkata

Representatives of CTUs (Alternate Members):-

S. No.	Name	Central Trade Union
1.	Shri Mazrul Haque Ansari	BMS
2.	Shri Jayant S. Asole	BMS
3.	Shri Pathalwant Madhava Nayak	BMS
4.	Shri Arun Kumar Pradhan	BMS
5.	Shri Riaz Ahemad	HMS
6.	Shri RV Raghunandan	HMS
7.	Shri Rajesh Kumar Singh	HMS
8.	Shri Madhav Prasad Agnihotri	HMS
9.	Shri Lakhan Lal Mahto	AITUC
10.	Shri Anit Chakraborty	AITUC
11.	Shri Haridwar Singh	AITUC
12.	Shri Manda Narasimha Rao	CITU
13.	Shri Sarfaraz Hafeez Baig	CITU
14.	Shri Jitendra Singh Sodhi	CITU

First Meeting of JBCCI-XI

Date: 17.07.2021

Venue: CIL (HQ), Kolkata

Other Officials Present:-

S. No.	Name	Designation
1.	Shri A. Anand Rao	GM (IR, PM & RC), SCCL
2.	Shri S. Ghatak Roy Choudhary	GM (Finance), CIL
3.	Shri Rajarshi Dhar	Chief Manager (MP & IR), CIL
4.	Shri Madhusudan Mundhra	Dy. Manager (Finance), CIL
5.	Shri Rishabh Gupta	Asst. Manager (Finance), CIL
JBCCI Secretariat		
6.	Shri Rohit Kumar Pandey	Dy. Manager (P/JBCCI), CIL
7.	Smt. Ritika Srivastava	Dy. Manager (MP & IR), CIL
8.	Shri Ashok Kr. Yadav	Clerk Grade-II, MP & IR Dept.