

# JOINT ACTION COMMITTEE HMS -AITUC - INMF(INTUC) - CITU Coal Industry of India

Date 21.01.2024

FORM-L  
(See Rule-71)

To  
The Chairman  
Coal India Limited,  
COAL BLDG, New Town,  
Ranchi  
Kolkata-700158  
Chairman\_cil@coalindia.in

The Chairman & Managing Director  
Singareni Collieries Company Ltd.,  
Kolhaqudem Collieries,  
Bhadradri Kolhaqudem Dist.,  
Telangana State - 507101  
cmdsccl@gmail.com

Sub Strike Notice - One Day All India Strike in entire CIL / Subsidiaries and SCCL on 16 February, 2024.

Dear Sirs,

1. Sequel to the Samyukta Kisan Morcha (SKM) and the Joint Platform of Central Trade Unions Federations / Associations series of meetings, in continuation of Demands as finalised in joint "All India Convention of Workers and Farmers" on 24<sup>th</sup> August 2023 at New Delhi, the SKM & CTU's have given a call for "All India Industrial / Sectoral Strike and Grameen Bandh on 16th February 2024". The Coal workers / Unions / Federations affiliated to HMS-AITUC-INTUC & CITU in CIL / Subsidiaries / SCCL through its meeting on 22.01.2024 have decided to go for full Strike on 16.02.2024.

2. The combined demands of SKM & CTU's as per Joint Press Release Dated 17.01.2024 are appended below: -

- I) MSP@C2+50% for all crops with guaranteed procurement.
- II) Dismissal of Ajay Mishra Teni and registration of case on him.
- III) Comprehensive loan waiver to small and middle farm households for freedom from indebtedness.
- IV) Minimum Wage of Rs. 26,000/- per month for workers.
- V) Repeal 4 Labour Codes.
- VI) Repeal the draconian amendments made to IPC/CrPC.
- VII) Guaranteed employment as Fundamental Right.
- VIII) No privatisation of PSUs including Railway, Defence, Electricity, Coal, Oil, Steel, Telecom, Posts, Transport, Airports, Port & Dock, Banks, Insurance etc.
- IX) No to privatisation of Education and Health.


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- X) No contractualisation of Jobs.
  - XI) Scrapping of Fixed Term Employment
  - XII) Strengthening of MNREGS with 200 Days work per person per year and Rs.600/- as Daily Wage.
  - XIII) Restoration Old Pension Scheme (OPS), Pension and social security to all formal and informal economy.
  - XIV) Scrapping of Sec. 104 of newly introduced BNS.
  - XV) Welfare Boards for all categories of Unorganised Workers on the lines of Construction Workers Welfare Board.
  - XVI) Implement the LARR Act 2013 (Right to Fair Compensation and Transparency in Land Acquisition, Rehabilitation and Resettlement Act, 2013) among others.

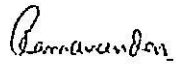
#### CHARTER OF DEMAND FOR COAL INDUSTRY


1. Immediate offer of employment to outstanding dependants of employees declared unfit under Clause 9.4.0 of NCWA with particular reference to BCCL, WCL etc.
2. Immediate restoration of Medical Examination of old aged and sick / incapacitated employees under Clause 9.4.0 of NCWA which is stopped for last 6-7 years despite agreeing to continue status-quo in 10<sup>th</sup> Wage Revision Agreement for CIL & SCCL Dated 10.10.2017 and NCWA-XI Dated 20.05.2023.
3. Remove gender discrimination in violation of relevant Articles of Constitution of India by offering employment to outstanding claims of married daughters and sisters of employees and keeping their names on Live Roster to be offered employment on attaining age of 18 years.
4. Enforce revised HPC/CIL wages/Bonus/Ex-Gratia to contractor workers as per CIL Circular no. CIL/C-5B/JBCCI/HPC/566 Dated 18.02.2013. Enforce 100% Biometric attendance of all contract/outsourced/ Agency workers with full protection of job on joining unions and change of contractor/agencies. The HPC/ CIL wages/ Bonus/ Ex-gratia must be extended to contract workers of SCCL.
5. Stop erratic closure of Mines for want of timely clearances by Forest, Environment etc. Dept. without caring for the coal reserve left. Advance action must be initiated to secure clearances before expiry of old clearances. Before closing any mine, the local employees / operating unions must be taken into confidence to alleviate or minimise the hardships against deployment / transfer to other Mine / Area and free transport be provided to commute the employees between station and new place of deployment.
6. Stop further allotment of mines to private on MDO or revenue sharing basis and bring the existing MDO workers within the ambit of JBCCI with NCWA wages.
7. All unilateral clarifications issued by CIL on bilateral agreements and various SOP's in contravention of NCWA's be withdrawn forthwith. If there is any necessity the matter should be discussed at bilateral level through various forums including Standardization Committee of JBCCI-XI and Subsidiaries level JCC's.

8. Fill-up vacancies of regular manpower to curb rising trend of contractual works from amongst ITT trained apprentices, contract workers etc to achieve One Billion Coal Production by CIL by 2024-2025.
9. Land for Farmers be acquired uniformly under Right to Fair Compensation and Transparency in Land Acquisition, Rehabilitation and Resettlement Act, 2013 with effective R&R Policy and guaranteed employment to dependants of farmers.
10. Strict monitoring of full implementation of 10<sup>th</sup> Wage Revision Agreement Dated 10.10.2017 and NCWA-XI Dated 20.05.2023 including 9.3.0, 9.4.0, 9.5.0, I.I.No: 76 Dated 25.04.1988, enhanced Gratuity of Rs.70 Lacs to the retired/ separated employees between 01.01.2016 / 01.07.2016 to 29.03.2018 - Removal of ceiling on O.T to Supervisory & Confidential Staff - Revision of staffing pattern of Mining & other Supervisory Staff, strict enforcement of Presidential directions of Reservation in appointment / promotions of SC/ST & OBC employees - delinking of Gratuity from vacation of company quarters - develop system to retain quarters through Co-operative Societies etc. - inclusion of Sickle Cell as occupational disease etc.
11. Immediate rationalisation of CMPF-CMPS-1998 to enhance Pension and link it with cost of living index. Similarly, coal pensioners be granted minimum pension of Rs.1000/- from 2014 as enforced for pensioners under EPFO. Unions also demand high power investigation against embezzlement of more than Rs. 1100 Crore of CMPF corpus.
12. Rationalisation of Scheme under CPRMS-NE to enhance Rs.8 Lacs to Rs.25 Lacs as in case of Executives as both are paying equal contribution. Immediate restoration of OPD amount to Rs.50,000/- which has been cut to Rs.25,000/- by the BOT of CPRMS-NE.
13. **Climate Change - Just Transition**  
The topic may kindly be incorporated as part of NCWA-XI. The Govt. of India without any discussion in Parliament or taking any stakeholder including CTU's in confidence lacks any Policy or Planning guideline as to how to achieve Net Zero by 2050 / 2070 as announced by Prime Minister of India in COP26 at Glasgow.


Cc. To: All CMD's/D(T)'s of CIL, Subsidiaries  
All D(P)'s of CIL/Subsidiaries & SCCL.  
All affiliates of 4 CTU's in CIL/Subsidiaries/SCCL

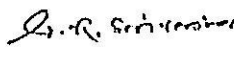
  
Kumar Jairnangal (Anup Singh), MLA

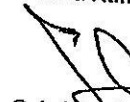
  
D.D. Ramanandan

  
Rantendra Kumar

  
Harbhajan Singh Sidhu

  
S.O. Zama  
INMF (INTUC)

  
G.K. Srivastava  
CITU

  
C.J. Joseph  
AITUC

  
Nathulal Pandey  
HMS