

कोल इण्डिया लिमिटेड

(भारत सरकार का उपक्रम)

COAL INDIA LIMITED
(A Govt. of India Enterprise)

कोल भवन "COAL BHAWAN"

PREMISES NO: 04, MAR, PLOT NO: AF-III
ACTION AREA-1A, NEW TOWN, RAJHARHAT
KOLKATA-700156 (WB)



महारत्न कंपनी

A Maharatna Company

PERSONNEL DIVISION
POLICY CELL

E-MAIL: cjuster.cil@coalindia.in

TEL: 033-7110 4227

FAX: 033-2324 4140

WEBSITE: www.coalindia.in

CIN:L23109WB1973GOI028844

(An ISO 9001:2015 & ISO 50001:2011 Certified Company)

Ref: CIL/C5A (PC)/Leave/ 2450

Date: 30.11.2017

OFFICE MEMORANDUM

Sub: Amendment in the Coal India Executive Leave Rules 2010

In terms of Government of India Gazette Notification dated 28.03.2017 regarding amendment to the Maternity Benefit Act 1961, the following new clauses have been incorporated in the Coal India Executive Leave Rules 2010:

Clause 7.9.2:

Maternity leave may be granted to female executives having 2 or more than 2 surviving children for a period of 12 weeks of which not more than 6 weeks shall precede the date of her expected delivery.

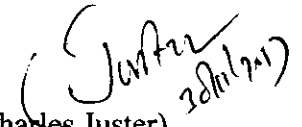
Clause 7.9.3:

Maternity leave may be granted to female executives who legally adopt a Child below the age of 3 months or a Commissioning mother for a period of 12 weeks from the date the Child is handed over to the adopting mother or the Commissioning mother, as the case may be.

Accordingly, the present Clauses 7.9.2, 7.9.3 and 7.9.4 stand renumbered as Clauses 7.9.4, 7.9.5 and 7.9.6 respectively.

The rest of the provisions of Coal India Executive Leave Rules shall remain the same.

This is with the approval of the Competent Authority.


(Charles Juster)

Dy. General Manager (P/PC)

Distribution:

1. The CMD, ECL/BCCL/CCL/NCL/SECL/WCL/MCL/ CMPDIL
2. The Director (P&IR)/Director(Finance)/Director (Tech.)/Director(Mkt.), CIL
3. The CVO, CIL
4. Functional Directors, ECL/ BCCL/ CCL/ NCL/ SECL/ WCL/ MCL/ CMPDIL
5. The CVO, ECL/ BCCL/ CCL/ NCL/ SECL/ WCL/ MCL/ CMPDIL
6. GM/TS to Chairman, CIL
7. The General Manager (P/EE)/ HoD (P/EE), CIL/ ECL/ BCCL/ CCL/ NCL/ SECL/ WCL/ MCL/ CMPDIL
8. The General Manager (Finance), CIL
9. The General Manager, New Delhi Office

10. The GM/ HoD(IICM)
11. The General Manager, NEC
12. The General Manager (System), CIL – with a request to please upload the same in CIL website for information of all Executives.