

JBCCI-X
COAL INDIA LIMITED
'COAL BHAWAN'
NEW TOWN, RAJARHAT,
KOLKATA-700156

No. CIL/C-5B/JBCCI-X/I. I. No. 3/392

Dated: 02.11.2017

**10th WAGE AGREEMENT
IMPLEMENTATION INSTRUCTION NO. 03**

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

Sub: Underground Allowance (Chapter-IV of 10th Wage Agreement)

The 10th Wage Agreement finalized by the JBCCI-X on 10th October 2017 which has come into force w.e.f. 1st July, 2016 provides the following in respect of Underground Allowance under Chapter-IV:-

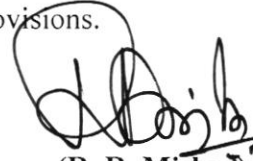
- 4.1.0** The Underground Allowance shall continue to be paid to those employees working underground as defined under the Mines Act. 1952 and Regulations framed thereunder.
- 4.2.0** Underground allowance shall be 9% of revised Basic as on 01/07/2016 and amount so arrived at will be frozen for the entire period of this agreement. The revised UG allowance will be paid with effect from 01/07/2016.

In case of Assam (North East Coalfields), Underground allowance shall be 10.5% of revised Basic as on 01/07/2016 and amount so arrived at will be frozen for the entire period of this agreement. The revised UG allowance will be paid with effect from 01/07/2016.

- 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



You are requested to take necessary action to implement the above provisions.



(R. R. Mishra) 2/11/17

**DIRECTOR (P&IR) &
MEMBER SECRETARY, JBCCI - X**



Distribution:-

1. All Members & Alternate Members of JBCCI-X.
2. Chairman, CIL, Kolkata
3. Chairman-MD, SCCL, P.O.-KothagudemCollys.,Distt. Khammam (AP)
4. Director (Finance)/Director(Technical)/Director(Marketing), CIL, Kolkata.
5. Director (Personnel), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
6. Director(F), ECL/BCCL/CCL/WCL/SECL/NCL/MCL
7. Director (T/ES), CMPDIL, Ranchi.
8. Director (P/A&W), SCCL, P.O.-KothagudemCollys.,Distts. Khammam (AP).
9. Director (F), SCCL, P.O.-KothagudemCollys.,Distts. Khammam (AP).
10. Chief Vigilance Officer, CIL, Kolkata.
11. HOD, IICM, Kanke Road, Ranchi.
12. GM/TS to Chairman, CIL, Kolkata.
13. General Manager, NEC
14. General Manager (F), CIL, Kolkata.
15. General Manager (P/EE/Appeal)/Coordinator (JBCCI-X), CIL, Kolkata
16. General Manager, CIL, New Delhi.
17. All Regional Sales Managers, CIL.
18. Chief Manager (P/IR), CIL, Kolkata
19. Senior Manager (Estt./Bill)/(P/AW) CIL, Kolkata
20. Dy. Manager (P/JBCCI), CIL, Kolkata
21. File