


<p>कोल इण्डिया लिमिटेड महारत्न कंपनी 3 तल्ला, कोर-2 प्रेमिसेस-04-एमआर, प्लॉट-ए एफ-III, एक्शन एरिया-1A, न्यूटाउन, रजरहट, कोलकाता-700156 फोन 033-23246526, फैक्स-033-23246510 ईमेल: <a href="mailto:mviswanathan2.cil@coalindia.in">mviswanathan2.cil@coalindia.in</a> वेबसाइट: <a href="http://www.coalindia.in">www.coalindia.in</a></p>		<p><b>Coal India Limited</b> <b>A Maharatna Company</b> <b>(A Govt. of India Enterprise)</b> Regd. Office: 3rd floor, Core-2 Premises no-04-MAR, Plot no-AF-III, Action Area-1A, Newtown, Rajarhat, Kolkata- 700156 PHONE; 033-2324-6526, FAX; 033-23246510 E-MAIL: <a href="mailto:mviswanathan2.cil@coalindia.in">mviswanathan2.cil@coalindia.in</a> WEBSITE: <a href="http://www.coalindia.in">www.coalindia.in</a> CIN- L23109WB1973GOI028844</p>
--	---	---

Ref.No.CIL:XI(D):04156:2016:

Dated: 19<sup>th</sup> Aug'2016

To,  
Listing Department,  
Bombay Stock Exchange Limited,  
14<sup>th</sup> Floor, P.J.Towers,  
Dalal Street,  
Mumbai – 400 001

**Sub: Notice regarding "General Strike" on 2<sup>nd</sup> September'2016**  
**Ref. : Scrip Code 533278.**

Dear Sir,

We have received a communication of Strike Notice bearing No. CIL/C-B/IR/Strike-2<sup>nd</sup> Sep'16/0076/16/1222-27 dated 19<sup>th</sup> Aug'16 for General Strike on 2<sup>nd</sup> Sep'16 (Copy of the strike notice enclosed). Efforts are being made for conciliation process. In case, if they resort to strike it will affect production and dispatch of coal.

This is for your information and records. This is as per Regulation 30 of the SEBI (LODR) Regulations 2015.

Yours faithfully,

*M Viswanathan*  
19/8/16

(M.Viswanathan/एम.विस्वनाथन)  
Company Secretary/कंपनी सचिव  
& Compliance Officer/कम्प्लायंस ऑफिसर

Encl:As above





COAL INDIA LIMITED  
"COAL BHAWAN"  
Premise No.04-MAR  
Plot No.AF-III, Action Area-1A  
New Town, Rajarhat, Kolkata - 700 156

No.CIL/C-5B/ IR/Stirke-2<sup>nd</sup> Sept.,16/0076/16/1222-27 Dated 19th August, 2016

The Chief Labour Commissioner(Central),  
Govt. of India,  
Ministry of Labour & Employment,  
Shram Shakti Bhawan,  
New Delhi - 100001

Sub : Notice regarding "General Strike" on 2nd September, 2016

Dear Sir,

A communication vide letter dated 11/08/2016 addressed to Chairman, Coal India Ltd. as well as CMD of six subsidiaries of CIL i.e. ECL, SECL, WCL, MCL & NCL has been received from the General Secretary, Coal Mines Authority Limited Employees' Union (affiliated to AICWF) forwarding therewith copy of letter dated 11.8.2016 of Asst. General Secretary, AICWF along with Charter of Demands and copy of Declaration made in Joint National Convention of Workers in CPSUs held on 2<sup>nd</sup> July, 2016 at Hyderabad. Photo copy of this communication (along with Annexures) is being enclosed for your kind information.

Similarly, a Strike Notice dated 13/8/2016 from General Secretary, Coal Mines Workers Union, (affiliated to AUCCU) addressed to Chairman, CIL (unsigned) has been received regarding Strike on 2<sup>nd</sup> September, 2016.

From the contents of Declaration made during Joint National Convention of Workers in CPSUs, it is evident that it was unanimously resolved to participate to the nation-wide General Strike on 2<sup>nd</sup> September, 2016 jointly called by the Central Trade Unions and National Industrial Federations on 12 Point Charter of Demands.

You are, therefore, requested to kindly take necessary action to intervene into the matter to safe guard the interest of the Company as well as the Country as a whole.

Yours faithfully,

( A.K. Saxena )  
Chief Manager(P/IR)

Encl.: As above.

Copy for kind information to :-

1. The Secretary, Govt. of India, Ministry of Coal, Shastri Bhawan, New Delhi.
2. The Secretary, Govt. of India, Ministry of Labour, Shram Shakti Bhawan, New Delhi



# COAL MINES AUTHORITY LIMITED EMPLOYEES' UNION

REGD NO. 11753

(REGISTERED UNDER THE TRADE UNION ACT 1926)

Head Office 13, R. N. Mukherjee Road, Kolkata - 700 001, Phone : Fax 22421798

Branch Office 10, Netaji Subhas Road, Kolkata - 700 001, Phone 2248 8099, EXTN : 4336/4356



To  
The Chairman,  
Coal India Limited,  
Rajarhat, New Town,  
Kolkata-700156

To  
The Chairman Cum Managing Director,  
ECL, SECL, WCL, MCL & NCL.

Dear Sir,

This is to inform you that in accordance with the strike notice submitted by AICWF dated 11<sup>th</sup> August 2016 (copy enclosed) our union affiliated to AICWF will support nationwide strike on 2<sup>nd</sup> September 2016 and our members will join the strike to press the Govt. of India and the management to settle the demands.

Dated, 11<sup>th</sup> August 2016

Yours faithfully,  
*Buddhadeb Samanta*  
(Buddhadeb Samanta)  
General Secretary

Copy to:  
All In-Charge of Kolkata Subsidiaries Offices of ECL, SECL, WCL, MCL & NCL.

C-573/2575  
19/8/16

19/8/16  
19/8/16

*Chairman.*

Actv. Copy: D(P&IR)  
✓ GM(MP&IR)

*[Signature]*

CH: 1651 /G  
Date: 17.8.2016



# ALL INDIA COAL WORKERS' FEDERATION

President  
Basudeb Acharya, Ex. M.P.

General Secretary  
D. D. Ramanandan

## COAL HOUSE

13, R. N. Mukherjee Road  
Kolkata - 700 001

☎ : (033) 2242-1798 • Fax : 2242-1798

Delhi Office

B T RANADIVE BHAVAN  
13A, ROUSE AVENUE  
NEW DELHI - 110002

☎ : (011) 2322-1306 • Fax : 2322-1284  
E-MAIL : citu@vsnl.com  
aicwfoir@gmail.com  
dd.ramanandan1955@gmail.com

Dated, 11.08.2016

To  
The Secretary,  
Ministry of Coal,  
Government of India,  
New Delhi.

Sub: Strike notice on 2<sup>nd</sup> September 2016.


Sir,

At the call of National Convention of CPSU workers supported by almost all industrial federations and other democratic organisations functioning in our country a general strike for one day on 2<sup>nd</sup> September 2016 will be observed throughout the country. Demands of peasants, workers and common people will embark upon one day strike action are enclosed.

This is to inform you that the workmen and employees of CIL and other subsidiaries and members of the affiliated unions/organisations will observe the said strike.

Thanking you,

Yours faithfully,

  
(General Secretary)

Encl: Charter of demands in ANNEXURE-1



ANNEXURE- 1  
CHARTER OF DEMANDS

Part-A

1. Urgent measures for controlling price rise through universalization of public distribution system and banning speculative trade in commodity market.
2. Controlling unemployment through concrete measures for employment generation.
3. Strict enforcement of all basic labour laws without any exception or exemption and stringent punitive measures for violation of labour laws.
4. Universal social security cover for all workers.
5. Minimum wage of not less than 18000/- per month with provisions of indexation (for unskilled worker).
6. Assured enhanced pension not less than 3000 p.m. for the entire working population (including unorganized sector workers).
7. Stoppage of disinvestment in Central/State public sector undertakings.
8. Stoppage of contractisation in permanent/perennial work and payment of same wage and benefits for contract workers as that of regular workers for the same and similar work.
9. Removal of all ceilings on payment and eligibility of bonus, provident fund and increase in quantum of gratuity.
10. Compulsory registration of trade unions within a period of 45 days from the date of submitting application and immediate ratification of ILO conventions C-87 and C-98.
11. No FDI in Railways, Defence and other strategic sectors.
12. No unilateral amendment to labour laws and attack on trade union rights.
13. Retrograde change in service conditions of CPSUS workers.

Part-B

Demand of the Indian Coal Workers:

1. No Privatization, no further disinvestment and no strategic sale of nationalised coal sector.
2. Stop import of coal.
3. Coal industry be given the status of infrastructure sector.
4. Immediate constitution of JBCCI-X and settlement of NCWA-X.
5. HPC wages to all the contractual workmen working in coal industry.
6. Enhancement of social security measures like Pension, post retirement medical scheme, minimum pension should be Rs. 10000/.
7. Immediate recruitment drives to fulfil vacant posts.



# JOINT NATIONAL CONVENTION OF WORKERS IN CPSUs

Kali Sthar  
email:

Hyderabad : 2nd July 2016

## DECLARATION

The Joint National Convention of CPSU workers held on 2nd July 2016 at Hyderabad was attended by Central Trade Unions leaders and representatives of unions affiliated to Central Trade Unions as well as the independent trade unions from all major CPSUs. The convention unanimously resolved to participate to the nationwide General Strike on 2nd September 2016 jointly called by the Central Trade Unions and National Industrial Federations on 12 point Charter of Demands on the most burning issues confronting the working class.

The convention noted that the NDA Government is desperately moving ahead for mega strategic sale of huge national assets of CPSUs. They have pronounced a disastrous policy called 'Mega Strategic Sale' which involves handing over the management of the company concerned to the private equity buyer. Job security of the employees of the CPSUs is under attack of forcible retirement scheme.

### BUDGET 2016-17: DIABOLICAL DESIGN FOR OUTRIGHT PRIVATISATION

The Union Budget-2016-17 has fixed disinvestment target of Rs. 56,500 crore with a break-up of Rs. 36,000 crore through minority stake sale and Rs. 20,500 crore through strategis. Apart from equity sale, government has declared that it will go for sell out of land, buildings, manufacturing units and other assets owned by CPSUs.

Further the NDA Government has launched new onslaught, what is called a set of comprehensive 'guidelines' directing the CPSUs to pay enhanced minimum dividend payouts of 30% of net profit, buyback of equity and mandatory bonus shares by CPSUs who have stipulated amount of cash reserves to the Government and other private share holders. Under this new directive the amount of dividend to Government by CPSUs in 2016-17 shall go up from Rs. 44,365.00 crores to 53,883.00 crores. Thus only under the two accounts - dividend and disinvestment the NDA Government shall take away more than one lakh crores, from CPSUs.

The Government has replaced the practice of case by case approval for stake sale of CPSUs by Union Cabinet and instead the NITI Aayog (erstwhile Planning Commission) has been empowered to exercise full authority to decide stake sale, asset sale and outright privatisation. In the meantime the Government has renamed the Department of Disinvestment to Department of Investment and Public Asset Management (DIPAM). And now the NITI Aayog has submitted a comprehensive proposal to Prime Minister involving outright privatisation, strategic ; disinvestment etc. with a list of 74 CPSUs.

Apart from the attack of privatization, the Government has decided to allow FDI in almost all key sectors including Defence, Coal, Petroleum, Mining, Power Sector, Telecom, Civil Aviation, Satellites, Construction, Insurance, Pension Funds, PSU Banking, Railway operations and maintenance, Multi brand retail, pharmaceuticals and so on. Now again the Government has further liberalised the norms to increase 100% FDI in strategic and sensitive sectors. This will lead to a serious situation of losing effective control of the nation on most of the : strategic and core sectors of the national economy. This will adversely affect CPSUs operating in the concern field such as Defence PSUs providing remarkable services to defence forces. Ironically the Prime Minister has proudly proclaimed that India has now become 'the most open economy in the world for FDI'.

### DESTROYING LABOUR LAWS AND ATTACKING TU RIGHTS

The NDA government at the centre and also some of the State Governments are dismantling the Labour Laws and thereby snatching away vital trade union rights and legislative protections to workers. Such move shall adversely affect the workers of public sector the most. Five Labour Codes have been prepared by merger of present laws and abolition, alteration and addition of existing provisions in all the 44 Labour Laws and has already been lined up for adoption in Parliament. The disastrous outcome of these processes will be earth shaking for the world of work. More than seventy per cent of the industrial establishments in the country and their workers are thrown out of the purview of almost all labour laws. Major Labour Legislations like Trade Unions Act, Industrial Employment (Standing Orders) Act and Industrial Disputes Act, Payment of Wages Act, Payment of Bonus Act, Minimum Wages Act, Equal Remuneration Act and so on are designed to be abolished and merged into the Labour Codes.

### RETROGRADE CHANGE IN SERVICE CONDITIONS OF CPSUS WORKERS

The Modi Government has issued directive to the Central Public Sector Enterprises (CPSE) through Department of Public Enterprises (OPE) to incorporate punitive provision in their Conduct, Discipline and Appeal (CDA) Rules/Service Rules empowering the management with arbitrary authority to forcibly retire employees from



...in the name of 'ensuring probity and efficacy'. Empowering management with the authoritarian power to unilaterally assess the 'probity and efficiency' of workers will, in effect, impose slavery on workers. And as such this decision of the Government is going to suppress the trade union movement. Moreover, in the midst of the 'Mega Strategic Sale' mission of the Government, this decision amounts to introduction of repressive private sector management practice in CPSUs and also dubiously aimed at miming the opposition of public sector workers to sell out of public sector industries.

**ENTRY OF PRIVATE INDUSTRY AGENTS IN MANAGEMENT OF CPSEs**

Modi Government has amended the Public Sector Recruitment Rules retrospectively providing appointment of candidates from private sector in very senior management positions in CPSUs and also in the PESB (Public Sector Enterprise Selection Board). The argument from the Government is that this will help CPSUs in getting 'capable and efficient' hands from private sector. A motivated campaign is unleashed that such steps of the Modi Government shall help in achieving better performance in the CPSUs. This is nothing but yet another step by the Government to deploy private sector agents to sabotage public sector from within. The so called efficiency of private sector is by stealing professional secrets and by poaching Executives from public sector.

**MENACING SITUATION OF CONTRACT WORKERS**

The joint convention expresses serious concern at the alarming increase in number of contract workers and decrease in permanent workers in CPSUs. Contract Work force has already attained extra ordinary numerical and strategic strength in PSUs as a whole. This situation calls for more close cooperation between regular and contract workers. Despite huge contribution of contract workers in the production, productivity and profitability of the PSUs concerned, they, (the contract workers) are victims of despicable exploitation in the matter of terms and conditions of employment including wages and benefits, social security and safety. Their wages are atrociously low compared to regular workers doing the same and similar nature of job. It is, therefore, very much essential that regular workers and contract workers join together in the struggle to defeat the anti-public sector policies of the Government.

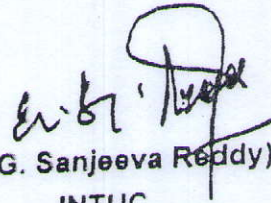
**NEXT ROUND OF WAGE REVISION IN CPSUS**

It is noted that the Government has appointed 3rd Pay Revision Committee (3rd PRC) for CPSU Executives with Justice Satish Chandra as Chairman. In line with the 'mega strategic sale' programme of the Modi Government, the terms of reference of the Committee have been loaded with anti-employee repressive private sector attitude. Moreover the 7th Central Pay Commission Recommendations are far away from genuine expectation of the Government employees and contain many negative, measures. DA merger has been denied to Government employees and so too the public sector employees despite the fact that amount of DA has exceeded the Basic Pay of the employees. These developments are bound to influence -the forthcoming wage negotiations for CPSU workers. Without protracted united struggles by CPSU workers, desired and satisfactory- wage revision settlement will be rather impossible. Therefore the 2nd September 2016 strike has additional importance and significance for the CPSU workers.

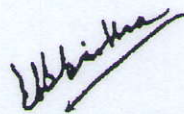
**LAUNCH MASSIVE CAMPAIGN AND MAKE 2ND SEPTEMBER STRIKE GRAND SUCCESS**

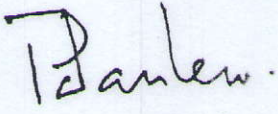
Today's joint national convention of the CPSU workers while reaffirming full support to the decision of one day countrywide General Strike on 2nd September, 2016 appeals to all permanent and contract workers in all the CPSUs irrespective of affiliations to join in the strike and make the strike a total success in due reflection of the total unity of CPSU workers demonstrated in today's historic joint national convention at Hyderabad.

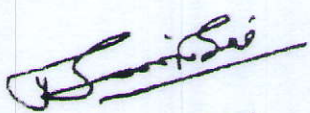
The convention also urges upon the unions in CPSUs to submit joint strike notice and conduct joint massive campaign through agitation and propaganda to mobilize the workers to take part in the strike on 2nd September 2016. More over joint industry/sector/PSU specific joint conventions/meetings should be organised at Local, Regional and National level towards campaign and preparation of the strike.

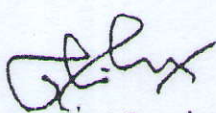
  
(Dr. G. Sanjeeva Reddy)  
INTUC

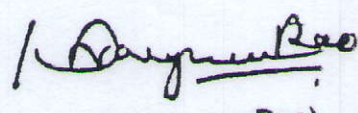
  
(H. Mahadevan)  
AITUC

  
(Harbhajan Singh Sidhu)  
HMS

  
(Tapan Sen)  
CITU

  
(M. Shanmugam)  
LPF

  
(Meenakshi Sunderam)  
Convener JAF, Bengaluru

  
(D. Narayan Rao)  
CPSU TU Cordin. Committee, Hyderabad



# COAL MINES WORKERS' UNION

(AFFILITATION. A.I.C.C.T.U.)

President

**Upendra Singh**  
Mob. 9431376301

Central office- Mahendra Singh Bhawan , Kali Sthan Road Ranchi 834001 (Jharkhand) Phone &

Fax-0651-2351035 email: [cpimlkid@yahoo.com](mailto:cpimlkid@yahoo.com)

Regd. no. 3222/90

General Secretary

**Shubhendu Sen**  
Mob. 9431363417

Ref no. - CIL/CMWU/01/2016

Date - 13/08/2016

To,

The Chairman  
Coal India Ltd.

Sub - Strike notice for sept. 2, 2016

Respected Sir,

This is to inform you that as per the decision of central trade unions including AICCTU, Coal Mines Workers union (CMWU) and its member workers in various subsidiaries of Coal India will go to the strike on 2<sup>nd</sup> sept 2016. Therefore, in accordance with the provision contained in sub section (2) of section 22 of ID Act 1947. I on behalf of the central committee of CMWU serve this strike notice for an one day strike.

Our demands are as follows-

- 1) Stop disinvestment of Coal India
- 2) Finalize the 10<sup>th</sup> wage agreement for the Coal Industry and incorporate all the trade unions including AICCTU operating in Coal Industry in the process of wage negotiation.
- 3) Settlement of wage revision of contract workers as well as outsourcing workers working in coal industry must be covered by the NCWA-10
- 4) Central govt. must withdraw all the pending bills meant for amendment in labour laws
- 5) Stop allocation of coal blocks to private companies

Thanking you

Copy to

- 1) Secretary, coal ministry GOI.
- 2) CMD, CCL and all GMs
- 3) CMD, BCCL, and all GMs
- 4) CMD, ECL and all GMs
- 5) RLC (C) Sram Bhawan  
Dhanbad Jharkhand

yours sincerely

**Shubhendu sen**  
General Secretary  
Coal Mines workers Union  
Affiliated to AUCCU

✓ Chairman D(P&R)  
D(P&R)  
A.M (MPE IR)  
13/8

18/8  
GMCWU

C-572/2548  
19/8/16

D(P) / 3213 / G  
Dt. 17/8/16

CH: 1605 IG  
Date: 16.8.16

Chief Mgr. (S/O)  
19/8/16