

Minutes of the Joint Consultative Committee meeting

The 26TH company level JCC Meeting of MCL was held on 9/5/2003 at the corporate office of MCL. The list of the participants of the meeting is given in Annex-A.

At the outset of the meeting the members were given a hearty welcome by the Chairman Cum-Managing Director, MCL. The members representing union also highly applauded the CMD and his team for taking the Company to a new height.

The members of the JCC observed one minute's silence for the peace of the departed soul of Lt. B. Roy, Secretary, OCMS, Basundhara Area who died due to cardiac failure.

Congratulating the members of all the unions for maintaining a harmonious Industrial Relation congenial to progress in the Company the Dir(Pers), MCL introduced the new faces to JCC Sri Aswani Guru, Sri Soubhagya Ch Pradhan (both OCMS) Sri A. Srinivas Rao and Sri Karunakar Nayak (both BMS). The JCC then proceeded with the agenda as follows:

1. Confirmation of the minutes of last JCC held on 9/1/2003 -
The house confirmed the minutes circulated vide MCL/GM(Pers)/203/JCC/261 Dtd.11/2/2003.

2. Review of Implementation position of the decisions taken in the JCC Meetings during 2002-2003.

(A) Natural calamity Fund:

i) The house unanimously agreed for opening of a bank account in SBI, MCL Complex Branch in the name of MCL NATURAL CALAMITY FUND. The account will run in the signature of GM(Pers), GM(Welfare) and GM(Finance) out of which any withdrawal can be made by signature of GM(Finance) and either of the two GMs.

ii) A sub-committee consisting of Sri A. C. Patra, OCMLF(HMS), Sri S. C. Pradhan, OCMS(INTUC), Sri Aswani Guru (OCMS), Sri A. Shrinivas Rao (BMS), Sri Gajanan Sahoo, (BCMWWU), GM(Pers), GM(Welfare) & GM(Finance) has been constituted to take decisions in case of emergency and spending of the fund.

iii) The decisions and the action taken by the Sub-committee will be placed in the JCC meeting for ratification.

iv) The expenditure amounting up to Rs.5 lakhs can be made by the Sub-committee with expressed approval of Dir(Pers), MCL. For expenditure involving more than Rs.5 lakhs the Dir(Fin) and CMD, MCL will be consulted and the permission of CMD, MCL has to be taken.

v) It was also decided to immediately open the account and the funds so laying with the company from the earlier deductions will be deposited in the said account. The GM(Finance), MCL will keep the account of the expenditure so made and will put up the expenditure and balance from time to time. The GM(Welfare) will initiate the proposal for emergency expenditure or otherwise.

Act: GM(Pers), GM(Fin), GM(Welfare)

B. As regards to maintaining the fund for providing measures in case of a natural calamity it was decided that not more than Rs. 10/- per employee per month can be deducted and deposited/ diverted to the MCL Natural calamity fund. However, before starting the deduction the matter may be discussed at all Area JCCs and such views will be taken into account for a final decision.

Act All CGMs/GMs of the Area

C. The idea of having a multi purpose rest shelter at IB Valley was dropped .

D. The Apex-medical Board under the provision of 9.4.0 of NCWA-VI will be held in the month of June'2003 in which the applications received by 31st May'03 will be considered for necessary action. In response to allegations against Areas not forwarding such applications the CMD, MCL informed the matter may be brought case wise to the notice of the Area GM's /CGM's who after satisfying himself will consider forwarding such cases.

Actn:CGM's/GM's -All Areas

E. Incoming and outgoing time and signature twice in the Offices by the employees - The members stated that there is no need to take any decision on such matters which involves day to-day administration. However the administrators should be firm and enforce the decision indiscriminately.

Actn:All Project Officers/CGMs/GMs

12/2/03

1. Un-authorized occupation of quarters:

The matter has already been discussed in the welfare board meeting .

2. Rotation in Sensitive post:

The decision has been implemented. As the transfer can not be completed in one go, the exercise must be continued . As regards to the allegation of pick and choose of employees for transfer the CMD, MCL advised the CGMs/GMs to start with the longest incumbents in one post as far as possible .

Act. CGMs/GMs/GM(Pers)/GM(A&EE)

11. Conversion from PR to TR.

The mines are expected to be made loader-less by Sept'03 due to mechanization in loading by introducing LHD and SDL. Therefore multi-skilled concept as per circular issued be implemented by UG Areas.

Act. GM, Tal. GM, Orient Area

1) Badli Workers:

Only nine employees are left out and GM, Orient Area has been advised to examine all such cases and complete the exercise by May'2003 so as to ensure that there will be no Badli Workers in the Manpower return of June' 2003.

Actn: GM, Orient/GM(Pers)

2) The MCL News has been made quarterly and the statistics about production and productivity will be incorporated .

Actn: TS to Dir(Pers)/Sr.PO(PR)

R. G. Singh

3. Review of performance of MCL during 2002-2003.

The performance of the MCL during 2002-2003 has shown outstanding positive growth in Coal production, Overburden removal, Off take, OMS realization etc. which was appraised to the members elaborately and comparatively through a book let. The CMD, MCL conveyed his heart felt thanks to the operating unions for their cooperation without which this remarkable feat of achievements could not have been made achievable. Sri Shriballav Panigrahi wanted to know about the negative growth of IB Valley Area during the year 2002-2003. CMD informed that the negative growth is deliberately planned to avoid huge open stock of Coal at pit head. The Production of Coal being consciously related to off take the production will spur off once the number of rakes according to the demands are made available by the Railways. As regards to include the contractor's workers in the calculation of OMS the members were informed that the uniform practice is being followed every where in CIL and deviation is not possible as it will create more confusion.

4. I. I. No. 36 of NCWA-VI:

The JCC discussed about the decision of the standardization committee to contribute Rs. 2/- per month to the natural calamity fund which will be maintained at CIL Hqtrs. The members were of the opinion that since the JCC has earlier resolved to run a natural calamity fund for MCL out of the amount already available plus other contributions it will not be possible to contribute for the CIL Natural calamity fund. The employees will not be agreeable for such multiple funds and deductions. The MCL should therefore be permitted to run its own fund. The CIL may be informed accordingly.

Actn: GM(Pers)

5. Transfer policy for newly recruited land losers.

It was agreed that there can not be a separate transfer policy for a section of employees. However, keeping in view the problems of land losers and the ground reality it was decided to explore the possibility of transferring willing workers from a field to another field. If however, the requirement is not fulfilled the old /senior employees/ operators may be preferably transferred. While doing so the employees with five years or less service left for superannuation should not be disturbed.

Actn: All Area CGMs/GMs/ GM(Pers)

2003

6. Future of exhausted projects

Answering to the queries of members about the future plan of the Company for Bharatpur South and South Balanda Projects, CMD informed that the mines may be utilized for ash dump by the near-by Thermal plants as it was decided at the ministry level that the Country can no longer afford diversion of vast land for waste disposal. The feasibility study is on and subsequent developments will be appraised to the members. As regards utilization of the employees of such projects it was informed that as far as possible such employees will be accommodated in the nearby mines/ newly coming projects. As regards to Deulbera Mines the CMD informed that the Company will definitely run the mines for more longer period if there is potentiality.

It was also decided to have a JCC Meeting only to discuss about production, productivity and future of UG Mines

Actn. CGM. Kalinga /CGM. Jag /GM(Pers)

7. Production, Productivity and Cost Control

The CMD, MCL requested the members to send their suggestions if any, any time to him directly in regard to Cost Control and improving productivity so that the same can be discussed in FDs and necessary action will be taken if found implementable.

8. Employment of Female Nominees:

Actn: All Unions

The JCC discussed about the matter in view of requests from various quarters for employment to female dependants. After detail discussion it was resolved that the Company may consider giving employment to the Female nominees/dependants who are matriculates and above. As regards to the female nominees below matriculation the JCC may study later on, case to case basis, keeping in view the humane aspects .

Actn: GM(Pers)

26th Corporate JCC held on 9.5.2003

9. Avoiding wasteful expenditure.

The members at many times and also during working together and IR Meetings raised their concern about wasteful expenditure. CMD, MCL welcomed the members for such discussion at any time. He explained the allegation of wasteful expenditure of diversion of roads at Kalinga OCP. The road was first to be constructed through the Kaju Bagan Site as the necessary permission for land through Satyabadi sagar was not made available. In that eventuality the mine was bound to be closed for more than one year putting the Company into loss of crores. The alternative strategy was worked out to keep the mine operational. However, when the permission for the land was made available the new diversion was constructed. The JCC Members were fully convinced about the steps so taken.

It was also agreed that the Company is often compelled to take alternative decisions as the decisions at Govt. and other outside agency level are not always fully compatible and just timed to its plan and course of action. The members agreed that if such things are discussed at Area levels, there will be hardly any scope for doubt and misgivings in the minds of the members and the public.

10. Check-Off System:

Sri Srivallav Panigrahi raised the issue of inclusion of new unions under IR System. The Dir(Pers), MCL informed that 25% of membership remained as the criterion for inclusion of any Union under IR System. However, after thread bare discussion it was agreed that all the operating unions, will be extended check-off facility by the management and their status will be governed on the basis of the number of employees whose deduction will be made under check off system.

The meeting ended with a vote of thanks to the chair.

Om 14.5.03
General Manager(Pers)

Ref No. MCL/GM(P)/IR/JCC/03/ 797

Dt. 13/05/03
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Copy to:

- 1. All Members of JCC
- 2. CGM's/ GM's All Areas