

INTRODUCTION

This standing orders in respect of M/s. South Eastern Coalfields Limited, Bilaspur, Madhya Pradesh / Mahanadi Coalfields Limited, Burla. Sambalpur was originally certified by Sri S. K. Mukhopadhyay, RLC (C), Bombay and Certifying Officer on 8-7-1991.

The same was again certified and authenticated by Shri G. R. Majhi Dy CLC (C) and Appellate Authority on 5-11-1992, after amending certain clauses on appeals filed by some of the Unions and Management.

Circular/Corrigendum/Addendum issued in respect of delegation of power/Appellate Authority etc are enclosed in this book.

The translation of English to Hindi & Oriya was made up to the maximum possible perfection. In spite of this in case there is any doubt regarding any clause/word, the original English version is to be consulted.

STANDING ORDERS IN RESPECT OF M/S MAHANADI COALFIELDS LTD. BURLA, SAMBALPUR M/S SOUTH EASTERN COALFIELDS LTD. BILASPUR MP.

1 COMMENCEMENT AND APPLICATION :-

These standing orders will come into force from a date to be determined in accordance with the provisions of the Industrial Employment (Standing Orders) Act, 1946 and shall apply to all workmen employed in all units of M/s. Mahanadi Coalfields Ltd. / South Eastern Coalfields Ltd. situated in different places in the country which come within the definition of Industrial Establishment as defined in the Industrial Employment (Standing Orders) Act, 1946 and include all the workmen governed by the National Coal wage Agreement.

Provided that the workman exempted under Section-13B of the Act shall be excluded from the scope of these standing orders.

2.0 DEFINITION

2.1 Attendance' means the presence of the workman concerned at the place or places where by the terms of his employment he is required to report for work and to get his attendance marked.

2.2 Company means the South Eastern Coalfields Ltd./ Mahanadi Coalfields Ltd.

