



COAL INDIA LIMITED  
A p p e a l

Dear Friends,

Strike Notice has been served by some of the Central Trade Unions regarding 'Nation-wide one-day General Strike' on 2<sup>nd</sup> September, 2016 to secure their certain demands. The said strike notices of the unions have been referred to Chief Labour Commissioner(C), New Delhi, Ministry of Coal and other authorities as per the provisions of I.D. Act, 1947 and Rules there under.

You are well aware that at this juncture, the tempo of production in all the coal companies is picking up. Any stoppage of work in the coal companies would be a retrograde step which would jeopardize all efforts for improvement of the Subsidiaries and CIL as a whole would suffer adversely in achieving targeted production for the financial year 2016-17 and to meet the requirement of coal for the Country.

The strike is also not on any specific issues of importance on Coal India Ltd. and it is basically about other external issues. As you are aware, we are already in the process of formation of JBCCI so that the next wage settlement can take place smoothly.

Further, in the public interest, in pursuance of the provisions of sub-clause (vi) of the clause (n) of Section 2 of the Industrial Disputes Act, 1947, the Government of India vide Ministry of Labour & Employment's Notification dated 17<sup>th</sup> March, 2016 has declared the Coal Industry, which is covered by item 4 of the First Schedule to the Industrial Disputes Act, 1947 (14 of 1947), to be a **Public Utility Service** for the purpose of the said Act.

Accordingly, any strike in the Coal India Limited and its Subsidiaries which has been declared as Public Utility Service as mentioned above, will be an **illegal strike** and it will attract '**No work no pay**' and other penal actions.

In view of above, I earnestly appeal to all the employees and the followers of the unions to re-consider the decision and withdraw one-day General Strike on 2<sup>nd</sup> September, 2016, as this strike will not only hurt the interest of the employees but also the Industry and the Country as whole, which is in dire need of coal for energy production for the progress.

Let us work unitedly to take the Coal Companies to a greater height.

  
(SUTIRTHA BHATTACHARYA)  
CHAIRMAN

No. CIL/C-5B/IR/General Strike-02-09-2016/0076/  
Dated 29<sup>th</sup> August, 2016