

South Eastern Coalfields

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कार्यालय : सीपात रोड, पो. नं. 60 बिलासपुर (म.प्र.) 495001 Gram CICCOAL
Office : Seepat Road, P. B. No. 60 Bilaspur (M. P.) - 495001 Telex : 0273-208 SECL IN

SECKL/BSP/DPS/94/429

दिनांक : 3.8.1999
Date :

To,

All Chief General Managers/
General Managers of SECL Areas.

All Area Personnel Managers
of SECL Areas.

The General Supdt. CWS. Korba.

Dear Sir,

SUBJECT : CODE OF CONDUCT

The Code of Conduct which was drafted quite sometime back, after detailed discussions with the Joint Consultative Committee Members, has finally been signed on 2nd August, 1994, during the course of discussions with Central Joint Consultative Committee on that date. Photostat copy of the Code of Conduct, bearing signatures of all the members of JCC, is enclosed herewith for information and necessary action to all concerned.

It is requested that this be given wide publicity and action, as envisaged in the Code of Conduct, shall be taken accordingly, since the Code of Conduct becomes effective with immediate effect.

This be also brought to the notice of the local JCCs for information to them and to the workers through them. Suggestions may also be invited for further improvement, if any, from your end.

Yours faithfully,

(K.C. NANDKEOLIYAR)
DIRECTOR (PERSONNEL)

Encl: As above

Cc : All FDs, SECL, Bilaspur
Cc : All HODs, SECL, Bilaspur
Cc : All JCC Members
Cc : Addl. CPM(A&IR), SECL, Bilaspur

(6) Deduction of membership subscription through wages of the Unions named above shall be made on the request of the Union concerned only, enclosing the consent of the employees, as per the provisions of Payment of Wages Act. Instructions will be issued by the Management, separately for the mode of deduction to be effected as per the above clause.

(7) For this purpose, unions having affiliations to the Central Trade Unions, as mentioned above, may get representation in the Joint Bipartite Committees like Samyukta, Welfare, Safety and other as may be specified, constituted from time to time, at the Area level, only, if the Union concerned has branches in atleast 30% Units of the concerned Area, covered under Industrial Relation System. However, present system of representation in various existing committees at Company level shall continue.

(8) The parties mentioned above i.e. Management and the Five Unions shall make full use of the Industrial Relation system, existing in the Company, for settlement of all grievances, disputes & demands. For this purpose, the frequency of the meetings under Industrial Relation System shall be hereunder :-

- | | | |
|-------------------------|---|--------------------|
| (A) UNIT/SUB AREA LEVEL | : | ONCE IN A MONTH |
| (B) AREA LEVEL | : | ONCE IN TWO MONTHS |
| (C) COMPANY LEVEL | : | QUARTERLY |

All the above meetings, shall be preceded by a review/implementation meeting to be held, in which a maximum of five members only from the concerned Union may attend.

(9) The parties to this Code, shall take all possible constructive steps to resolve the grievances/demands on bilateral basis, preferably. They shall implement the agreement/settlement and Awards within the stipulated/prescribed time limit. The very purpose shall be to ensure that disputes, demands/grievances are settled mutually and thereby the time, energy and money spent and un-necessary litigations is avoided.

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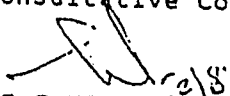
(10) The cases of theft, assault and corrupt practices will be discouraged by all signatory organizations.

(11) The parties shall refrain from resorting to any unfair practices. In fact, all concerned shall strive their best to maintain peace and tranquility in SECL at all the levels/units, so as to ensure the mission of this Code.

(12) Well established/furnished Union Office will be provided to 5(Five) Central Trade Unions i.e. RKKMS (INTUC), MPKMS(HMS), SKMS(AITUC), BKMS(BMS) AND MPKSS(CITU) at SECL Hqrs. Bilaspur.

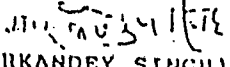
(13) Any issue arising out of implementation and/or non-implementation of this Code of Conduct, shall be considered by the Joint Consultative Committee at Company level and unanimous decision shall be binding on all the parties.

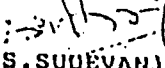
(14) Any modification/amendment of this Code of Conduct, shall be considered at a Company level by the Joint Consultative Committee.

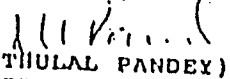

(G.C. MISHRA)
WORKING PRESIDENT
RKKMS(INTUC)


Sd/-
(S.S. GUPTA)
VICE PRESIDENT
ADKMS(BMS)


Sd/-
(D.K. RAO)
GENERAL SECRETARY
SKMS(AITUC)


(MARKANDEY SINGH)
JT: GENERAL SECRETARY
BKMS(AITUC)

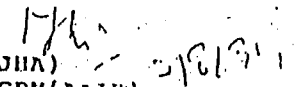

(S. SUDEVAN)
PRESIDENT
MPKSS(CITU)

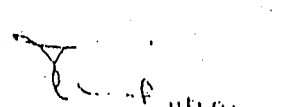

(NATHULAL PANDEY)
GENERAL SECRETARY
MPKMS(HMS)

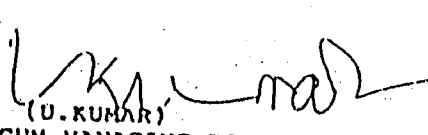

(SANTANUJ MUKHOPADHYAY)
SECRETARY,
ADKMS(BMS)


(K.C. HANDEKOLYAR)
DIRECTOR(PERSONNEL)
SECL: BILASPUR


(D.K. MISHRA) 2/3/94
CHIEF GENERAL MANAGER(P&A)
SECL: BILASPUR


(N. JHA) 2/3/94
ADDL. CPM(A&IR)
SECL: BILASPUR


(A.R. SHARMA) 2/3/94
CHIEF GENERAL MANAGER-1


(U. KUMAR)
CHAIRMAN-CUM-MANAGING DIRECTOR
SECL: BILASPUR(MP)

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