

**GOVERNMENT OF INDIA
DISINVESTMENT
LOK SABHA**

UNSTARRED QUESTION NO:968

ANSWERED ON:27.07.2001

STRIKE BY BALCO EMPLOYEES

MADHAVRAO SCINDIA;RENUKA CHOWDHURY;SUSHIL KUMAR SAMBHAJIRAO SHINDE

Will the Minister of DISINVESTMENT be pleased to state:

(a) whether a Memorandum of Understanding has been signed between the management and the workers Union of the Bharat Aluminium Company Limited for calling off their two months old strike;

(b) if so, the details of the agreement; and

(c) the steps being taken in pursuance thereof including the steps if any, taken to protect the interests of the workers and the State Government?

Answer

MINISTER OF STATE (INDEPENDENT CHARGE) OF THE DEPARTMENT OF DISINVESTMENT, MINISTER OF STATE MINISTRIES OF PLANNING, STATISTICS & PROGRAMME IMPLEMENTATION AND MINISTER OF STATE IN THE DEPARTMENT OF ADMINISTRATIVE REFORMS AND PUBLIC GRIEVANCES (SHRI ARUN SHOURIE)

(a) Yes, Sir.

(b) The salient details of the Memorandum of Understanding are as follows:-

i) Withdrawal of disciplinary action against employees agitating in connection with disinvestment in BALCO.

ii) Advance payment of amount equal to two months `take home` salary to the employees, which will be considered for adjustment on receipt of subsequent orders from Supreme Court in this matter.

iii) Agreement for the pay review of workers to be finalised in consultations with the representative union.

iv) The present service conditions will remain as they are till the service period of the workers. The workers will not be retrenched.

v) The welfare facilities like medical, LTC, canteen, conveyance allowance would be continued as before.

vi) The present voluntary retirement scheme will continue as it is.

vii) In the event of demise of any worker during the service period, the present scheme of providing employment to the dependants on compassionate grounds, keeping in view the qualifications, will continue.

viii) The contract labourers will be engaged for the work being given on contract as per the requirements and Government rules/regulations.

ix) No inter-unit transfer of any employee/officer will be done for one year. Thereafter, as per the present arrangement, such transfers can be done in BALCO units on the basis of work requirement.

x) The present promotion policy of the employees will remain as it is.

xi) The applicability of the Bonus Act and the present system of the performance award would continue.

xii) The law applicable to the reserved/protected workers will be fully complied with.

xiii) The matter of providing `Hazard Allowance` to employees working in heat and dust areas, will be considered at the time of review of pay and other benefits.

xiv) The retirement age of employees will remain as 60 years, etc.

(c) The Memorandum of Understanding is being implemented by the company. The list of provisions related to employees interest made in the Share Holders Agreement signed for disinvestment in BALCO is enclosed as AnnexureAs may be noted, the interest of workers is fully protected. Efficient functioning of the Plant and creation of an atmosphere conducive to the growth of the company would serve public interest, the interest of the State, as well as constitute the best protection of the workers` well being.