

## **CHAPTER-I**

### **PREAMBLE**

ALL INDIA ASSOCIATION OF COAL EXECUTIVES (AIACE) was formed on 16/5/2015 by Sri P K Singh Rathor, Sr Manager (IED), SECL Korba Area. He had announced on 1/5/2015 that if Coal Mines Officers Association of India (CMOAI) fails to resolve the issue of PRP and others, he would resign from CMOAI wef 16/5/2016. Sri Rathor resigned from CMOAI on 16/5/2015 as PRP and other issues of working and retired executives were not resolved. With the consent of like-minded officers of SECL Korba Area and support from other executives from CIL/SCCL, it was announced regarding formation of new association of coal executives named AIACE.

#### **Our Vision**

To become an association of Coal Executives growing in size and influence by being held in high regard by the membership, with a high level of loyalty and activism.

#### **Our Mission**

To be regarded by members as the best trade union through excellence of services and representatives, positive influence upon employers and governments in pursuit of aims and values of trade unions.

#### **Our Values**

Commitment, Competence, Democracy, Equality, Transparency & Solidarity.

#### **Aims and objectives of the association:-**

1. To act as an effective channel of communication between the Executives and Management and appropriate govt to sort out Executives' grievances.
2. To ensure career growth of the executives by way of
  - a. rational and scientific promotion policy.
  - b. open system of annual performance appraisals.
3. To achieve high level of pay scales/allowances/incentives/PRP /pension , which shall be compatible to the paying organizations in private /public sectors.

4. To get introduced incentive schemes for acquiring and improving educational / professional qualifications of all the executives.
5. To improve the work culture of the organisation so as to ensure its growth and development.
6. To foster a spirit of fellowship, solidarity and co-operation among Association members.
7. To co-ordinate with CPSU executives federations of India or any other such association in the area of mutual interests and benefits.
8. To organize seminars/conferences on subjects like effective management with the warmth of human relations, productivity, national integration, participative management, etc.
9. To encourage executives to participate in events like sports, publications of articles on various subjects, attending seminars/courses and other activities that will earn name for the organisation.
10. To open institute and conduct courses /training for coal employees and others to improve their professional skills and qualities for increasing employability.
11. To conduct any other activities which are conducive to the attainment of the aims , and objectives of the Association by adopting lawful , legal and constitutional means,
12. To provide effective assistance to its members in the matter of law , taxation and grievances redressal etc.
13. To obtain representation on and affiliation with various bodies/ organization with a view to advocate and protect interests of its members.

### **Organization set up**

#### **1) area level**

There will be formed an Area Executive Committee with the following Set up :

1. President : 1
2. Vice-President: 1
3. Secretary : 1
4. Joint Secretary: 1
5. Treasurer : 1
6. Jt Treasurer: 1
7. Executive committee members: 5% of total membership of area.

#### **2) branch level:--**

There will be formed a Branch Executive Committee with the following Set up :-

1. President : 1
2. Vice-President: 2
3. General Secretary : 1
4. Joint General Secretary: 2
5. Treasurer : 1

6. Jt Treasurer: 1
7. Executive committee members:-- 2% of total membership of branch .
- 3) CENTRAL LEVEL :--  
There will be formed a Central Executive Committee with the following Set up :-
  1. President : 1
  2. Vice-President: 2
  3. Principal General Secretary : 1
  4. Joint Principal General Secretary: 2
  5. Treasurer : 1
  6. Jt Treasurer: 1
  7. Executive committee members:-- 0.5 % of total membership at central level.

**Convenor** :-- There will be one post of Convenor in Central Committee. He may be nominated from one of the office bearers of Central Executive committee. The duty of Convenor will be overall growth of association and he will work for expansion of membership, liaising with similar organizations and others as per need and situation.

#### **Membership:--**

##### **Eligibility:--**

i ) **Ordinary Members** : An executive employed in coal mines will be eligible to become a member of the Association provided he/she declares to abide by the bye-laws of the Association and has paid the membership admission fee and the periodic subscription to be decided by respective Executive Committee.

ii) **Advisory Members** : Any superannuated/ retired Executive from Coal mines , upon retirement shall be admitted as Advisory Member and shall be referred as AM provided he/she declares to abide by the bye-laws of the Association and has paid the membership admission fee and the periodic subscription to be decided by Executive Committee .

#### **Admission and membership fee:-**

Application for admission for ordinary membership shall be submitted online through website of association for its consideration and approval. Membership will be given online if the applicant is found eligible as per membership norm.

Any executive shall need to apply in the prescribed form uploaded in the website and at other places. The membership shall be effective from the date of approval.

The membership fee will be as below for time being and it will be revised by Central Executive Committee after every pay revision.

##### **a. One Time registration fee:**

- (i) Ordinary Members : - Rs 1000/-
- (ii) Advisory members retired after 1/1/2007 : - Rs 1000/
- (iii) Advisory members retired between 1/1/1997 to 31/12/2006 : - Rs 500/
- (iv) Advisory members retired before 1/1/1997 : - NIL

##### **b. Monthly Subscription :- Ordinary/Advisory Members :-- Rs 50/**

In case any member wishes to make advance payment for membership fee for 12 months, he shall pay only for ten months ie Rs 500/towards membership fee.

Any member defaulting to pay membership/Subscription / levy for six months will cease to be a member of the Association. But they can be readmitted on payment of all the due arrears along with Re-admission fee of Rs. 500/-.

Special subscription/levy will be raised, if necessary, to fulfill the aims and objectives of the Association on approval of the General Body. Such amount shall be payable by each and every member and in case of default, such a member shall be debarred from voting/contesting rights.

**Benevolent fund and its benefit :--**

Ordinary members shall have option to contribute towards AIACE Benevolent Fund. They shall have to pay Rs 100 /month on account of Benevolent Fund by cash/cheque /check off system . The amount collected for the Benevolent Fund shall be separately deposited in a separate bank account exclusively for Benevolent Fund .

In case of death of ordinary member during active service period , the amount to be paid to the heirs of the deceased shall be 20 times of contribution made by him towards benevolent fund or minimum Rs 200000/- (Rs two lakh) only. Those officers who retire from service or resign shall be refunded the amount deposited by him in entire service life without any interest. The benevolent fund will provide economic security to the family of deceased executives.