



ALL INDIA ASSOCIATION OF COAL EXECUTIVES (AIACE)

(Regd. under The Trade Union Act 1926; Regd. No. 546 / 2016)

302, Block No. - 304, RamKrishna Enclave, Nutan Chowk, Sarkanda, Bilaspur (CG);

Email: centralaiace@gmail.com; Ph. 9907434051

AIACE/CENTRAL/2018/55

Dated -- 9 /8/2018

To

The Chairman

Coal India Ltd, Kolkata.

Sub:- Meeting with AIACE for controlling growing resentment, de motivation and demoralization among executives post Pay Revision.

Dear Sir,

This is to convey the pain being felt by young/junior executives after seeing the office order issued by CIL for pay revision. Although , executives of all grades have been affected badly due to this new scale, they are silent because they have lost hope, activism and morale as most of them will not see the next pay revision wef 1/1/2027. or earlier as decided by the govt. But what will motivate young executives in the age bracket of 22-35 years to take up future responsibility to produce 1000 MT in coming 2-3 years. The demotivated lot can not add value to the company, unless and until their grievances are resolved.

The new pay revision is disappointing. We are getting several calls from different corners of CIL/SCCL from Assam to Nagpur and Singrauli to Singreni to do something to regain shattered morale of executives as they are going to incur loss of CFA,PENSION DEDUCTION,LTC/LLTC,CHARGE ALLOWANCE, UG ALLOWANCE AND OTHERS.

At this point of time , we request you to consider

1. Up gradation of status of executives commensurate with Maha Ratna status by providing PAY , PERKS AND ALLOWANCES.
2. Stoppage of 7% deduction of basic pay & DA towards pension fund without consent of executives.
3. One stage upgradation of scale by notional promotion ie E1 to E2, E2 to E3 and so on wef Dec,2016 as done in SAIL to remove pay anomaly.
4. Vehicle allowance separately as applicable in other CPSUs.
5. Implementation of NPS with multiple investment option to executives.
6. Additional allowances and leave to field executives in comparison to corporate level executives.
7. Empanelment of hospitals for cashless treatment and widening the scope for medical treatment in reputed hospitals.Minimum PRP not less than yearly bonus/ quarterly bonus being paid to employees.

8. Non stoppage of PRP payment to executives who are punished under CDA rule but not involving corruption cases.
9. Minimum PRP not less than yearly bonus/ quarterly bonus being paid to employees.
10. Non stoppage of PRP payment to executives who are punished under CDA rule but not involving corruption cases.

Sir, We know, time has not lapsed and the damage made to us can be made up by having agenda wise discussion with mgt of CIL.

We hope, mgt will take suitable action as per our suggestion to control de motivation and demoralisation.

It is requested to call a meeting of AIACE with mgt at the earliest to resolve growing de motivation and demoralisation among serving as well as retired executives in which one/two EX CMDs ,who are members of our association may also participate for amicable solution.

Regards,



P K SINGH RATHOR

Principal General Secretary

CC-

DP/DF/DT, CIL, Kolkata.

CMD/DP/DT/DF , ECL/BCCL/CCL/CMPDIL/ NCL/SECL/WCL/NCL.