



ALL INDIA ASSOCIATION OF COAL EXECUTIVES (AIACE)

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

302, Block No. - 4, RamKrishna Enclave, Nutan Chowk, Sarkanda, Bilaspur (CG)

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AIACE/CENTRAL/2021 / 017

Dated 20.2.2021

To

The Chairman
Coal India Limited,
Coal Bhawan,
Premise No-04 MAR, Plot No-AF-III, Action Area-1A,
Newtown, Rajarhat, Kolkata-700156

Sub: Repeat Request for Appointment to discuss issues of executives

Dear Sir,

We hereby request you for a personal audience with you in order to exchange our views for a solution and to find ways to overcome certain issues related to issues of past (retired) and present executives of CIL.

We understand that your pre-occupations with other jobs have prevented you in responding to our earlier requests vide letter nos. 2020/AIACE/CENTRAL/111 dt 16.11.2020 and. 2021/AIACE/CENTRAL/001 1.1.2021. We again repeat our request and seek an appointment with you at your convenience.

Some of the points which we like to discuss with you with your kind consent are as listed below:

- 1) **NPS issue**
Payment of long pending Interest on NPS by the period ending 31.3.2021
- 2) **Pension under CMPS-1998**
Easy documentation at CIL level for submitting to banks to facilitate widow pension
- 3) **CPRMSE**
 - a) Smart medical card to executives
 - b) Cash less Indoor treatment in all empanelled hospitals
 - c) One point call centre for resolving grievances of retired Executives and employees.
 - d) Revision of hospital charges,
 - e) Settlement of OPD medical bills within stipulated time,
 - f) Acceptance of digital life certificate for availing CPRMSE benefits
 - g) Inclusion of eligibility of dibyang children under CPRMSE in line with CPRMSNE
- 4) **Coal field allowance**
Restoration of Coal field allowances (CFA)

- 5) **PRP**
Payment of PRP to executives who failed to submit PRIDE due to various reasons
- 6) **LTC / LLTC**
Restoration of LTC/LLTC and its exclusion from perks which is limited to 35%.
- 7) **Clubbing of disciplines for purpose of promotion from E5 to E6 onward based on competency as below:**
- a) Operation :-- Mining,Excavation,E&M,Survey,Civil
 - b) Commercial :-- Finance,Sales & Marketing, Materials Mgt.
 - c) General Services :-- Personnel, Legal, Industrial Engg,, CD(Community Development), Security, Medical, Secretarial, and others
 - d) Technical services :-- Geology, Drilling ,Environment and others.
- 8) **HR Policy**
- a) Re-designation of grades from E1 to E9.
 - b) Promotion of semi -qualified diploma holders in engineering/Inter CA/Inter ICWA - upto E3 grade on DPC basis and up to E8 grade who qualify Deptt. Exam for Executive grade.
 - b) Proper authority and responsibilities to each grade of executives.
 - c) Attractive VRS scheme for reducing redundant executive manpower.
 - d) Compulsory inter-company transfer in case of promotion from E3 to E4 grade, E5 to E6 grade and E7 to E8 grade .
 - e) Interview of all E7 level executives, irrespective of minimum residency period in disciplines, in prescribed ratio in which there is vacancy of E8 level officers .
 - e) Compulsory posting of officers up to E5 level, in mines and fields to make them robust for shouldering future responsibility.
 - f) Strengthening of Industrial Engg. Deptt. at subsidiary level and establishment of this department at CIL HQ.
- 9) **Others**
- a) Production reporting on actual dispatch basis, instead of present system of reporting.
 - b) Appointment of Doctors (specialist and GDMOs).

We sincerely hope granting of time at the earliest, for a meeting with you, in which 3-5 members of AIACE will visit your office and appraise the present difficulties.

Regards,



P. K. Singh Rathor
Principal General Secretary, AIACE