



ALL INDIA ASSOCIATION OF COAL EXECUTIVES (AIACE)

(Regd. Under the Trade Union Act, 1926; Regd. No. 546 / 2016)

302, Block No. 4, Ram Krishna Enclave, Nutan Chowk, Sarkanda; Bilaspur (CG)

E-mail : centralaiace@gmail.com ; Ph. 9907434051

AIACE/CENTRAL/2022 / 101

Dated 3.11.2022

To

The Secretary
Department of Public Enterprises,
160, Udyog Bhavan,
New Delhi-110011.
Email: secy-dpe@nic.in

Sub- Early settlement of wage revision in CIL and SCCL by allowing relaxation in DPE circular no. W-02/0015/2016-DPE (WC)-GL-XXIV/17 dt. 24-11-2017 on the subject "Wage Policy for the 8th round of wage negotiations for workmen in Central Public Sector Enterprises (CPSEs)"

Dear Sir,

After notification for constitution of JBCCI XI vide F No 55011/3/2015-PRIW-I/Vol IV dated 6/5/2021 by L & ID Division (vide Annexure-I), the ministry of coal, Govt of India, several meetings have been done between management and working trade unions but no conclusive decision has been taken for revision of wage of workers due to the above circular/guide line of DPE. It is apprehended that the wage negotiation will linger for long unless and until some relaxation is given by DPE.

In this connection, your attention is requested drawn to our earlier letter no. AIACE/CENTRAL/2021 / 061 dated 17.5.2021 on the subject "*Direction to observe the DPE guideline during wage negotiation for coal workers of Coal India Ltd and Singareni Collieries Company Ltd along with some of Pvt sector coal companies.*"

Vide our above letter, we had demanded to observe, during wage negotiation for coal workers, the DPE guide lines issued vide W-02/0015/2016-DPE (WC)-GL-XXIV/17 dt. 24-11-2017 on the subject "Wage Policy for the 8th round of wage negotiations for workmen in Central Public Sector Enterprises (CPSEs)" (copy enclosed in Annexure-II).

We believe that, CIL/SCCL can be allowed to give negotiated salary to workers after getting relaxation with condition that officers' pay can be protected by providing them Pay-protection by way of providing personal pay (3- 4 Increments as deemed fit) to keep the salary higher than the highest-level staffs.

Further to our stand on the above matter, it is our contention that DPE should allow relaxation and workers' pay revision should be done which should be valid till 31/12/2026 instead of 30/6/2026 (1/7/21 to 30/6/2026) and next revision of workers should be done for the duration of 10 years w.e.f. 1/1/2027 along with executives' pay revision to remove anomaly in pay. If the wage of workers is revised for 5 years there will be a huge anomaly and workers' monthly wage may surpass the monthly salary of executives up to E4 level this time.

Moreover, uniformity in rules should be allowed to them like executives, by way of introducing NPS and PRP for them also and annual bonus system for workmen should be abolished because the amount of bonus is not dependent on monthly wage but given uniformly the same amount irrespective of grade and seniority.

We at AIACE hope that, our above suggestions will be duly considered by DPE and it will issue appropriate direction to Coal Ministry, Coal India and Singareni Collieries Company to ensure that negotiated wages for non-executives do not exceed the basic salary of Executives and executives may be compensated by paying personal pay as deemed fit.

DPE should also issue directive to the management for early settlement of wage revision so that workers may be motivated to increase productivity and produce more coal to ensure smooth supply to the industries.

Regards,



P. K. Singh Rathor
Principal General Secretary, AIACE

Encl : As above

CC

1. Coal Secretary, Ministry of Coal, Govt of India, New Delhi.
2. Chairman, CIL, Kolkata.
3. CMD, Singareni Collieries Company Ltd, Kothagudem.
4. DT/DP/DF/DM, CIL, Kolkata.
5. All CMDs- ECL/BCCL/CCL/CMPDIL/NCL/SECL/WCL/MCL.

Notification for constitution of JBCCI-XI

F No 55011/3/2015-PRIW-I/Vol IV
Government of India
Ministry of Coal
L&ID Division

5th Floor, Lok Nayak Bhawan,
New Delhi-110003
Date: 6th May, 2021

To

Chairman-cum-Managing Director
Coal India Ltd - Coal Bhawan, Premise No. 4 MAR,
Plot No. AF III Action Area 1A, New Town, Rajarhat,
Kolkata - 700156

Sub: Constitution of Joint Bipartite Consultative Committee on Coal Industry (JBCCI)-XI for National Coal Wage Agreement (NCWA)-XI – reg.

Sir,

I am directed to refer to your letter No. CIL/CH/1956 dated 01.04.2021 addressed to Secretary (Coal), Ministry of Coal on the above mentioned subject.

2. The proposal of CIL for constitution of JBCCI-XI for finalisation of next wage agreement for Non-Executive Employees of Coal Industry has been examined in the Ministry and it has been decided that CIL may initiate proceedings in the light of guidelines issued by Department of Public Enterprises (DPE) vide its OM No. W-02/0015/2016-DPE (WC)-GL-XXIV/17 dated 24.11.2017 and CIL should also take action in the matter as per applicable extant Labour Laws. As far as representation of INTUC is concerned, CIL may decide as to which faction of INTUC should be represented in JBCCI-XI taking into consideration orders issued by the Hon'ble Court (s), if any. A copy of JBCCI-XI as constituted by CIL may be sent to the Ministry for record.

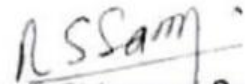
3. It may please be noted that JBCCI-XI be constituted by CIL with the participation of representatives of Management of CIL/Subsidiaries, SCCL, Private Coal Companies and CTUs operating in Coal Industry ensuring parity

of representation of Management and CTUs for protection of wages, social security, fringe benefits etc. of the workers in coal industry. Once the wage negotiations are arrived at, a copy of the wage settlement be furnished to the Ministry for confirmation before implementing them in the light of 2 (x) of extant guidelines of DPE under reference.

4. CIL Management must strive to do its best from the beginning to the satisfaction of all the stakeholders so as to ward off any untoward repercussions leading to unnecessary litigation detrimental to Coal Industry. Further all the stakeholders are requested to participate in the proceedings of the Committee with much enthusiasm and cooperate with one another in harmony.

5. This issues with the approval of competent authority.

Yours faithfully,



(Ram Shiromani Saroj)

Deputy Secretary to the Government of India

Tel. 011-23380026

E-mail: rs.saroj@gov.in

Copy to:

- i. Chairman-cum-Managing Director, Singareni Collieries Company Ltd., Kothagudem Collieries, Bhadradi Kothagudem Distt., Telangana State – 507101 for information and necessary action.
- ii. Secretary, Department of Public Enterprises, Ministry of Heavy Industries and Public Enterprises (In reference to guidelines (Point 3.) vide OM No. W-02/0015/2016-DPE (WC)-GL-XXIV/17 dated 24.11.2017. It is requested to furnish suggestions/ comments, if any, in the instant matter.

W-02/0015/2016-DPE (WC)-GL-XXIV/17
Government of India
Ministry of Heavy Industries & Public Enterprises
Department of Public Enterprises

Public Enterprises Bhawan,
Block No.14, CGO Complex,
Lodhi Road, New Delhi-110003.
Dated, the 24th November, 2017

Office Memorandum

Subject: Wage Policy for the 8th round of wage negotiations for workmen in Central Public Sector Enterprises (CPSEs).

The undersigned is directed to convey the decision of the Government that the next round of wage negotiations (which falls due on a general basis from 01.01.2017) with the workers of Central Public Sector Enterprises (CPSEs) may be undertaken by the Managements of the Enterprises with the Trade Unions/Associations.

2. The wage negotiations and finalization will be subject to the following conditions:

i) Management of the CPSEs would be free to negotiate wage revision for workmen where the periodicity of wage settlement of five years or ten years has expired generally on 31.12.2016 keeping in view the affordability and financial sustainability of such wage revision for the CPSEs concerned.

ii) No budgetary support for any wage increase shall be provided by the Government. The entire financial implication would be borne by the respective CPSEs from their internal resources.

iii) In those CPSEs for which the Government has approved a restructuring/revival plan, the wage revision will be done as per the provisions of the approved restructuring / revival plan only.

iv) The management of the concerned CPSEs have to ensure that negotiated scales of pay do not exceed the existing scales of pay of executives/officers and non-unionized supervisors of respective CPSEs.

v) The Management of CPSEs where the five year periodicity is followed have to ensure that negotiated scales of pay for two successive wages negotiations do not exceed the existing scales of pay of executives /officers and non-unionized supervisors of respective CPSEs for whom ten years periodicity is being followed.

vi) To avoid conflict of pay scales of executives/non-unionised supervisors with that of their workmen, CPSEs may consider adoption of graded DA neutralization and/or graded fitment during the wage negotiations.

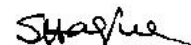
vii) CPSEs must ensure that any increase in wages after negotiations does not result in increase in administered prices of their goods and services.

viii) The wage revision shall be subject to the condition that there shall be no increase in labour cost per physical unit of output. In exceptional cases where CPSEs are already working at optimum capacity, the administrative Ministry / Department may consult DPE considering industry norms.

ix) The validity period of wage settlement would be for a minimum period of five years for those who opted for a five year periodicity and for a maximum period of ten years for those who have opted for a ten year periodicity of wage negotiation w.e.f. 01.01.2017.

x) The CPSEs would implement negotiated wages after confirming with their Administrative Ministry/Department that the wage settlement is in conformity with approved parameters.

3. All the administrative Ministries/Departments are requested to issue suitable instructions to the public sector enterprises under their administrative control in the light of the above decision of the Government under intimation to this Department.



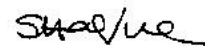
(Samsul Haque)
Under Secretary

To

All the administrative Ministries/Departments of the Govt. of India

Copy to-

1. Chief Executives of Central Public Sector Enterprises (CPSEs).
2. Financial Advisers in the Administrative Ministry/Department.
3. The Comptroller and Auditor General of India, 10, Bahadur Shah Zafar Marg, New Delhi.
4. Prime Minister's Office (Shri Tarun Bajaj, Addl. Secretary)
5. Cabinet Secretariat (Shri S.A.M. Rizvi, Joint Secretary)
6. PS to Minister (HI&PE)
7. PS to MoS (HI&PE)
8. PS to Secretary, PE
9. AS &FA (PE)
10. NIC Cell, DPE with a request to upload the OM on the DPE website.



(Samsul Haque)
Under Secretary