



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/2023 / 012

Dated 3.3.2023

To

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

Sub: Wrong interpretation to justify proposed wage revision of coal workers by CIL-SCCL under NCWA in conformity with DPE guideline and request for direction to observe them to avoid conflict of pay scales of executives and wage of workmen

Dear Sir,

We want to draw your kind attention to our letter no AIACE/CENTRAL/2021 / 061 dated 17.5.2021 and subsequent letter no. AIACE/CENTRAL/2022 / 101 dated 3.11.2022 on the above subject. (Annexure-I)

Wage negotiations for workmen in CPSE are guided by 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)" which states that,

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

Presently, wage revision of non-executive employees working in coal industry are underway. Coal India Ltd. had constituted XI-th Joint Bipartite Consultative Committee on Coal Industry (JBCCI-XI) for finalization of wage revision of non-executive employees working in coal industry. Our association, AIACE, had apprehended that basic wage of the highest level workers below executive grade will be more than the basic salary of E3/E4 grade executives. Our apprehension proved correct, as the basic wage of the highest level worker has been arrived at Rs 71030.56 which is more than that of E4 grade executive whose basic pay is Rs 70000 per month. This can be seen in the letter written by Director (Personnel), CIL to Joint Secretary (Sustainability & JT), GOI enclosed in Annexure-II.

This letter tries to justify that though the Initial Basic Pay of higher grade of non-executives is not in conflict with pay scales of their Executive counterparts because Gross Pay of Executives of E3 grade due to consolidated perks (viz. 35% of Basic) is higher than that of Non-Executives.

It is regretted that, while making the above comparison, the perks of Executives have been taken into consideration, but the various allowances allowed to Non-Executives like LPG Allowance, Sunday Duty, Overtime, transport subsidy, night shift allowance, reimbursement of Perquisites Tax, Production Bonus and other allowances were ignored.

Moreover, many of Opencast HEMM operators get wages of even more than Rs 1.5 lakh/month much more than E3/E4 level executives.

Thus, pay conflicts will arise in pay scales of executives and non-executives, if the proposal of D(P), CIL is, agreed by the coal ministry. It will create great resentment among executives and they will be prone to obvious demotivation.

It is to be reiterated that we at AIACE are not against any of these offerings to workmen, but at the same time, we want that executives must be compensated and pay scales protected by allowing Personal Pay package to them so that their salary does not fall below the wage of workers.

Hoping, our request will be given due consideration and appropriate advice/direction will be issued to the Coal ministry/CIL/SCCL and all other concerned.

Thanking You,

With Regards,



P. K. Singh Rathor
Principal General Secretary, AIACE

CC

Chairman/DP/DF/DT/DM, CIL.
CMD/D(PAW), SCCL
CMD/D(P)/D(F), All subsidiary companies of CIL

Copy for information to
The Coal Secretary, Govt of India, New Delhi.



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.

कोल इंडिया लिमिटेड

(महाराष्ट्र कंपनी)

(भारत सरकार का उपक्रम)

"कोल भवन"

प्रेमाइज नं० 04, एमएआर प्लॉट नं० ए एफ-III

एक्शन एरिया-1ए, न्यू टाउन, राजारहट

कोलकाता-700 156 (पश्चिम बंगाल)

दूरभाष सं: 033 2324 6536

फैक्स सं: 033 2324 6527

वेबसाइट: www.coalindia.in**Coal India Limited**

(A MAHARATNA COMPANY)

A Govt. of India Enterprise

"Coal Bhawan"

Premises No. 04, MAR Plot No. AF-III

Action Area-1A, New Town, Rajarhat

Kolkata-700156 (West Bengal)

Phone: 033 2324 6536

Fax: 033 2324 6527

Website: www.coalindia.in

(An ISO 9001:2015, ISO 14001:2015 and ISO 50001:2011 Certified Company)

क्रमांक: CIL/D (P & IR) Sectt./005/39/11**दिनांक: 31.01.2023**

सेवा मे,

Shri Bhabani Prasad Pati
Joint Secretary (Sustainability & JT)
Govt. of India, Ministry of Coal, New Delhi

विषय: Provisions of DPE's OM NO.: W-02/0015/2016-DPE (WC)-GL-XXIV/17 dated 24.11.2017 & Negotiations under JBCCI-XI for finalization of NCWA-XI

- Ref : (1) MoC's Letter: 55011/3/2015-PRIV-I/Vol. IV dated 06.05.2021
 : (2) CIL's Communication No.: CIL/C-5B/JBCCI-XI/Constitution/120 dated 10.06.2021
 : (3) DPE's OM No.: W-02/0015/2016-DPE (WC)-GL-XXIV/17 dated 24.11.2017
 : (4) CIL's Letter No.-CIL/C-5B/JBCCI-XI/MoC/329 dated 07.09.2022
 : (5) MOC's Letter No.-55011/3/2015-LA & IR/Vol. IV dated 31.10.2022
 : (6) CIL's Letter No.-CIL/C-5B/JBCCI-XI/MOC/DPE Guidelines/376 dated 26.12.2022
 : (7) CIL/C-5B/JBCCI-XI/MOC/DPE Guidelines/002 dated 09.01.2023

महोदय,

On the subject and reference mentioned above this is to inform that the Executive Cadre Employees are selected to the post of Management Trainee (MT) in E-2 Grade with Pay Scale of Rs. 50,000- 1,60,000/- applicable from 01.01.2017 to 30.12.2026. After successful completion of one year's training period, they are placed in E-3 Grade with Pay Scale of Rs. 60,000-1,80,000/-.

Whereas at present the minimum Basic of highest grade of Non-Executive Cadre employees of CIL/Subsidiaries (i.e T & S Grade A-1) as finalized by JBCCI-X w.e.f. 01.07.2016, is Rs. 47802.52/- per month. With 19% MGB on Basic, VDA, SDA & Attendance Bonus as on 30.06.2021 as recommended by JBCCI-XI in its eighth meeting held on 03.01.2023, the proposed minimum basic of A-1 Grade of Non-Executive Cadre employees would be Rs. 71030.56/- Per Month w.e.f. 01.07.2021. The details is as per illustration at Annexure-A.

As compared to other CPSEs, Non-Executive Cadre employees of CIL & SCCL are not paid consolidated perks/allowances. Allowances being paid to the Non-Executives are specific to the job/duty being performed by them viz. Underground Allowance to the workers who are deployed in UG Mines, Nursing Allowance to Nurses etc. Executive cadre employees of CIL, like other CPSEs based on recommendations of 3rd PRC, are provided consolidated Perks on Cafeteria Basis (i.e. 35% of Basic).

Accordingly, though the Initial Basic Pay of higher grade of Non-Executives is in conflict with pay scales of their Executives counterparts, Gross Pay of Executives due to consolidated perks (viz. 35% of Basic) is higher than that of Non-Executives.

A brief illustration of the pay scales of E-3 Grade and T & S Grade A-1 as on 01.07.2021 is as under:-

Particulars	Executive (E-3 Grade)	Non-Executive (T & S Grade- A-1)	Remarks
Initial Basic (Rs. Per Month)	60,000.00	71,030.56	N/A
VDA (@ 24.7% for Executives) (@ 0% for Non-Executives)	14,820.00	0.00	VDA neutralization for Executives is as on 01.01.2017 whereas for Non-Executives it is as on 01.07.2021
Perks (35% of Basic)	21,000.00	0.00	Only for Executives
Attendance Bonus (10% of Basic)	0.00	7,103.06	Only for Non-Executives
SDA (@1.795% of Basic)	0.00	1,275.00	
Fuel Allowance (Cost of One Cylinder)	0.00	1,059.43	
Special Allowance (@ 4% of Revised Basic)	0.00	2,841.22	
Total	95,820.00	83,309.27	Executives in E-3 Grade are getting Rs. 12510.73/- more than the Non-Executives in T & S Grade A-1

From the above it may kindly be appreciated that the spirit of the DPE's OM dated 24.11.2017 is maintained and accordingly, it is requested to kindly grant approval to enable us finalize and implement NCWA-XI for Non-Executives keeping in view the congenial industrial relations scenario in Coal Industry.

संलग्नक: यथोपरित

भवदीय

25/31/23
(विनय रंजन)

निदेशक (कार्मिक एवं औद्योगिक संबंध)/
सदस्य सचिव JBCCI-XI

प्रतिलिपि:

1. अध्यक्ष, कोल इंडिया लिमिटेड
2. कार्यकारी निदेशक (कार्मिक)/विभागाध्यक्ष (श्रमशक्ति एवं औ सं)/समन्वयक, जेबीसीसीआई-XI