



# 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)

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Ref No. AIACE/CENTRAL/2023 / 034

Dated 23.6.2023

To

The Chairman,

Coal India Limited,

Coal Bhawan,

Premise No-04 MAR, Plot No-AF-III, Action Area-1A,

Newtown, Rajarhat, Kolkata-700156

Sub:- Thanks for finalizing NCWA-XI for implementation and demand for consequent Pay-protection to executives to resolve pay conflict arising due to wage revision latest by September, 2023

Dear Sir,

It is our pleasure to extend our heartiest congratulations, for successfully concluding MoA for NCWA-XI and implementing wef June 23. It has been confirmed by Ministry of Coal vide letter No. 55011/3/2015-PRIW-I/Vol.IV dt. 22-6-2023 at Sl. No.3. (Copy enclosed vide Annexure-I)

This letter No. 55011/3/2015-PRIW-I/Vol.IV dt. 22-6-2023 at Sl. No.4, has **“further advised that the guidelines of DPE, in this regard, issued from time to time, may be followed.”**

It is to repeat that, 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 says 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.”**

Our association (AIACE) believes and is also firm that the NCWA-XI, when implemented will, result into pay conflict of workmen with that of executives.

Hence, to counter the resultant pay-conflicts arising out of this Agreement, executives must be compensated by allowing pay-protection through Personal Pay package to them, so that their salary does not fall below the wage of workers.

As such, we request CIL for initiating appropriate needful actions immediately to provide PERSONAL PAY(PP) to executives and eliminate the conflict latest by 30th September 2023. Otherwise, executives may be compelled to resort to agitational path including strike, if needed afterward.

Thanking You,

(P. K. SINGH RATHOR)

Principal General Secretary

Cc

The Secretary, DPE, New Delhi.

The Coal Secretary, Govt of India.

DP/DT/DF/DM, CIL

CMD, subsidiary companies of CIL.

Chairman, SCOPE.

Bcc - The Coal Minister, Govt of India, New Delhi.

No.55011/3/2015-PRIW-I/Vol.IV  
Government of India  
Ministry of Coal

Shastri Bhavan, New Delhi,  
the 22<sup>nd</sup> June, 2023

To

The Chairman,  
Coal India Limited,  
Newtown, Rajarhat,  
Kolkata – 700 156.

Sub: Memorandum of Agreement for National Coal Wage Agreement (NCWA-XI) by Joint Bipartite Committee for Coal Industry (JBCCI) - reg.

Sir,

In continuation of Ministry of Coal communication of even number, dated 20<sup>th</sup> June, 2023, the undersigned is directed to refer to your letter No. CIL/CH:3883, dated 26<sup>th</sup> May, 2023 to the Coal Secretary, with a Memorandum of Agreement (MoA) for NCWA-XI, signed by parties concerned, enclosed to it.

2. Reference is also invited to the Ministry of Coal letter of even number, dated 6<sup>th</sup> May, 2021 conveying to CIL to constitute JBCCI-XI for finalisation of NCWA-XI and furnishing a copy of the wage settlement to MoC for confirmation before implementing.
3. The MoA for NCWA-XI as signed by Coal India Limited, Singareni Collieries Company Limited and Trade Union representatives, has been confirmed by Ministry of Coal.
4. It is further advised that the guidelines of DPE, in this regard, issued from time to time, may be followed.
5. This is for further necessary action.

Yours faithfully,



(Darshan Kumar Solanki)

Deputy Secretary to the Government of India

Email: [dk.solanki@nic.in](mailto:dk.solanki@nic.in)

Copy for information to:

1. Department of Public Enterprises,  
[kind attention: Director (WC)],  
Room No. 308, Block No. 14, CGO Complex, Lodi Road,  
New Delhi - 110003
2. CMD, Singareni Collieries Company Limited,  
Kothagudem -507101