



## ALL INDIA ASSOCIATION OF COAL EXECUTIVES (AIACE)

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

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Ref No. **AIACE/CENTRAL/2023 / 115**

**Dated 9.12.2023**

To

All CMDs,  
BCCL/ECL/CCL/WCL/SECL/MCL/NCL/CMPDIL

Sub: SOS Appeal for resolving pay conflict of executives, revision of pension and hassle-free implementation of CPRMS for executives and non-executives

Dear Sir,

It is learnt that CMDs coordination meeting is going to be held very soon.

In this meeting, we put following issues to be discussed for redressal.

It is appreciated that in this meeting, all types of policy issues are discussed and deliberated for the growth of the company and achieving the target set by the govt as per MOUs.

Sir, it is understood that management is aware of the burning issues concerning serving and retired executives and employees.

Though, it is not in schedule and also apprehend that our submission will get little attention, still, we put following issues to be discussed in the coming meeting of CMDs for redressal apart from already circulated agenda issues.

- 1. Pay conflict between executives and non-executives-** There is a need to address Pay conflict arising after implementation of wage agreement for workers under NCWA XI. Immediate needful actions are demanded to provide PERSONAL PAY (PP) to executives in order to resolve the issue of pay-conflict.
- 2. Parity in extending benefits and prerequisites to non-executives like executives-** Provision of NPS, PRP and other Perquisite to non-executives like executives and introduction of 10-yr wage agreement to avoid recurring pay-conflicts arising out of every pay revision through NCWA.
- 3. Pension revision of retired executives and employees by restructuring CMPS-1998-** - Speedy implementation on suggestions contained in 12<sup>th</sup> Report of Public Accounts Committee for Restructuring of Coal Mines Pension Scheme presented in Parliament on 18th March, 2020)  
(Report vide [http://164.100.47.193/lsscommittee/Public20Accounts/17\\_Public\\_Accounts\\_36.pdf](http://164.100.47.193/lsscommittee/Public20Accounts/17_Public_Accounts_36.pdf))
- 4. Enhancement of welfare cess for strengthening pension fund-** Welfare cess on coal production should be based on percentage of selling price of coal, instead of increase of the present cess of Rs 10 per ton to Rs 20 ton. This step will also eliminate the need for frequent approvals and, will generate confidence of Actuary who will then accordingly calculate a positive Inflow to Outflow ratio over the years
- 5. Review & revision of CMPS-1998 every 3 years-** To abide by the provisions enacted in CMPS-1998 to review and revise pension every 3 years

6. **Uniform implementation of CPRMS for both executives and non-executives-** Presently, there is a huge disparity in benefits between executives and non-executives which needs to be streamlined to ensure hassle-free cashless treatment in empanelled hospitals.

We earnestly request for meaningful deliberation in the ensuing coordination meeting for addressing the above issues.

With regards,



(P. K. SINGH RATHOR)  
Principal General Secretary

Copy to:

1. Chairman
2. DP/DT/DF/DM/DBD, CIL
3. Secy, Ministry of Coal, Govt of India, New Delhi