

**Ref No. AIACE/CENTRAL / 021**

**Dated 14.2.2024**

To

The Chairman  
Coal India Ltd.,  
Kolkata

Sub: Incomplete and Improper draft Minutes of Meeting regarding Meeting of AIACE with Chairman, CIL on 15-1-2024 in response to demonstration notice on 22 Jan, 2024

Dear Sir,

AIACE is proud to be a registered trade union under TU act, having registration no 546 of 2016, with CG government. It is an Association of serving and retired coal executives which is constantly raising the issues for their resolution. CIL management had been very positive to the issues raised by AIACE, as we raise the issues being faced by the ground level as well as front line executives. CIL also had been resolving them in time so that the situation may not go out of control. However, it has been observed that in the last one year, the management has remained insensitive to the real issues of serving and retired executives. Our Association had served demonstration notice vide AIACE/CENTRAL / 118 dated 23.12.2023 due to non- resolution of various issues of serving and retired executives as raised by us.

In response to the demonstration notice served on the CIL management, a meeting of AIACE was called with the Chairman on 15/1/2024. The meeting was held in the congenial atmosphere with Chairman and other high-level officials of CIL. Unfortunately, D(P&IR), CIL could not attend the meeting as he was having some very important engagement elsewhere.

AIACE has received a draft Minutes of meeting held between AIACE and the Chairman of CIL on 15/1/2024 which is incomplete and improper.

The draft MOM seems to be perhaps prepared by someone else who was not present in the meeting, either physically or mentally. It is regretted that, TS to D(P&IR) has sent it to us without verifying the facts as the draft MOM has missed vital points of the discussion.

The most important issue of demonstration was resolution of pay conflict between executives and non- executives. It may be recalled that the pay conflict issue was discussed in details and AIACE had also suggested ways to resolve it. AIACE had also handed over a vivid comparative chart showing the conflict.

However, from the MOM it appears that CIL management considers AIACE as an Association of only retired executives, which is absolutely incorrect, as it has been representing mainly issues of working executives with only two issues of retired executives and employees being covered, viz- enhancement of pension and streamlining of CPRMS.

It is appreciated that the meeting with the highest authority of CIL continued about 90 minutes starting from 11.30 am in which the Chairman, CIL had listened and discussed point-wise as per the agenda submitted by AIACE. The Chairman had taken various decisions and also directed the concerned officers in the meeting. The Chairman, to conclude the meeting, had requested to postpone the demonstration on 22/1/2024 in the wake of discussion and agreement on the points submitted by AIACE.

Taking the words of the Chairman on the face value, AIACE conducted its emergency meeting on 16/1/24 and informed its members regarding the meeting and discussion with Chairman and his assurances on various demands. After prolonged discussion, we decided to postpone the demonstration on 22/1/24 with the hope that management would send the minutes at the earliest and start the work on the agreed points. But, seeing the draft MOM, we are feeling aggrieved and cheated by CIL management and it is intolerable to us. The members are very much agitated and they can resort to any action if the issues are not resolved.

The Minutes of Meeting mailed to us on 13th February, 2024 is quite irresponsibly prepared and indicates that there were no worthy demands/issues discussed in the meeting for which satisfactory agreements were arrived at.

The minutes have been summarized into 4 points only and seems to emphasize that, CIL was imprudent to waste time & money on non-issues and AIACE team was favoured with undue hospitality by providing air ticket, guest house accommodation, vehicle and others, amounting to wastage of nation's money. The draft MOM also indicates that the Chairman and other higher officials of CIL and AIACE members have ample time to waste in trivial discussion. This draft MOM fails to communicate the gravity of discussions to other Directors (viz. DP, DF, DM, DBD,), many of whom have got Board level position from outside CIL. They may not feel and understand the abundant pain taken by you.

We are attaching a comparison, in tabular form, of what actually transpired in the Meeting and what the TS to DP&IR has perceived vide Annexure-I.

AIACE challenges the draft minutes prepared and mailed to us by TS to DP, and request to direct the concerned officials to include all the points of discussion and out of them which points were agreed by chairman for implementation and which not so that unresolved issues may be put up with the coal secretary and coal minister for resolution.

Once again, following issues are reminded for resolution without further delay.

1. Resolution of pay conflict of executives as per AIACE's suggestion.
2. Transfer of executives as per transfer and job rotation policy of CIL without any discrimination.
3. Stoppage of patronage to illegal, unregistered body named CMOAI and stoppage of deduction of membership fee under checkoff system without getting yearly consent from executives.
4. Completion of interview process of E8 grade and issuance of promotion order before imposition of model code of conduct for the ensuing parliamentary election.
5. Inclusion of AIACE representatives in all the committees (Apex JCC, Safety, Welfare, Others) at CIL, Subsidiary and area level and also in CMPFO trust.

Sir, we are aware of your calibre and commitments for resolving the issues of, not only executives, but other employees too. We feel, you have reached this height passing through the lowest level of executive grade and you very well understand the pain of the executives and employees. In this

regard, preparation of a worthy MOM is urgently needed so that the concerned officials do not deviate from the goal and are properly instructed by yourself for undertaking the task.

We are confident and have high hope from you that, under your stewardship, our request to resolve the issues raised in the meeting will be successfully met with active interaction of our Association (AIACE).

Yours sincerely,

A handwritten signature in blue ink, appearing to read 'P. K. Singh Rathor', with a horizontal line drawn underneath.

(P. K. SINGH RATHOR)

Principal General Secretary, AIACE

Convenor, AICPA/AIACE

Enclosure- As above.

CC

The Coal Secretary, Govt of India, New Delhi -- With a request for appropriate direction to CIL management for resolving the issues of serving and retired executives to maintain better and harmonious industrial relation.

**Demands of AIACE versus Comparison of Minutes as conceived by AIACE and TS to DP&IR**

<b>AIACE DEMANDS</b>	<b>CHAIRMAN's RESPONSE (AS PER AIACE)</b>	<b>CIL's RESPONSE (AS PERCEIVED BY TS TO DP&amp;IR)</b>
<b>1.</b> For resolution of pay conflict, a committee consisting of personnel, finance executives and AIACE representatives be formed at CIL and subsidiary level.	A Committee has been formed to look into the issue. Committee will be requested to consider views of AIACE while preparing its Report	
<b>2.</b> Revision of pension under CMPS 1998 and contribution of welfare cess by CIL to CMPS fund.	This issue is under active consideration of Board of Trustees, CMPF. Possibility of including a representative of AIACE as Invitee in discussions in meeting will be explored. .	<b>As Mentioned at S.N. 1</b>  As the issue is beyond the jurisdiction of CIL, the matter shall be referred to the Board of Trustees of CMPF for examination.
<b>3.</b> Streamlining CPRMS and periodic review of services by hospital and cashless facility provided thereof.	Chairman is likely to issue instructions to send approvals immediately, including through WhatsApp messages. Hospital services can be reviewed every 2 months.	<b>As Mentioned at S.N. 2</b>  (a) Cashless facilities in empaneled hospitals is already in existence, with a well-established process.  (b) For further streamlining and ease of process of reimbursement of medical expenses to beneficiaries under the scheme, a digital platform has been developed, which will become operational shortly. (b) For further streamlining and ease of process of reimbursement of medical expenses to beneficiaries under the scheme, a digital platform has been developed, which will become operational shortly.
<b>4.</b> PRP to left over executives who could not fill up PRIDE after retirement	Chairman requested all to submit the list once again for needful review.	
<b>5.</b> Inter-company and inter-area transfer of executives as per transfer policy	Chairman opined that nothing contradictory is observed in this regard.	

<b>AIACE DEMANDS</b>	<b>CHAIRMAN's RESPONSE (AS PER AIACE)</b>	<b>CIL's RESPONSE (AS PERCEIVED BY TS TO DP&amp;IR)</b>
<b>6.</b> Representation of AIACE in Apex committee, Welfare committee, Safety committee, CMPF Trust at CIL, subsidiary and area level and inclusion of AIACE representative in CPRMS trust.	Chairman appreciated the selfless work being done by AIACE and will examine whether a representative of AIACE can be nominated to various committees.	<b>As Mentioned at S.N. 3</b>  The issue is not related to Coal India Ltd and may be taken up with CMPFO.
<b>7.</b> Stoppage of deduction of membership fee from salary of executives for CMOAI without getting yearly consent	Director (Personnel), CIL will examine this issue.	
<b>8.</b> Membership fee deduction through option by ESS/MSS either for AIACE Or CMOAI based on the legality and production of annual audit report and activity report.		
<b>9.</b> Timely Promotion of executives and creation of more posts in E9 grade in mining and other disciplines	Chairman had a positive note on these issues.	
<b>10.</b> Posting of E9 grade executives in Mega projects of more than 10 MTY capacity		
<b>11.</b> Allotment of vacant land for Creche Old Homes envisaged by AIACE	The Chairman appreciated the concept of AIACE Creche Old Home in cities and assured to look into the possibilities.	
Interestingly, AIACE demands vide Sl. Nos. <b>1, 4, 5, 7, 8, 9, 10</b> have been clubbed at Sl. No. 4 as POINTS RELATED TO ON ROLL EXECUTIVES.		<b>As Mentioned at S.N. 4</b>  The points raised with regard to On Roll Executives is already under discussion at different levels, and actions are also being taken accordingly to deal with the issues.