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/2025 / 023 ***Dated 29.4.2025***

To
The Secretary, Ministry of Coal
Government of India,
New Delhi.

Sub: Request to invite and allow AIACE representatives for presenting views before the Committee constituted to address the issues of pay conflict of executives with that of wage board employees

Dear Sir,

Your kind attention is drawn to the recent notification No. 55011/1/2023-LAIR dated 25th April, 2025 (Copy enclosed in Enclosure – I) through which, in compliance to Order dated 07.04.2025 of the Hon'ble High Court of Madhya Pradesh, Jabalpur in Writ Appeal No. 1486 of 2023 (Coal India Limited vs. Kundan Sehgal & Ors.), a notice has been issued to both parties comprising of litigant individuals to make oral and/or written submissions before the Committee constituted by the Ministry of Coal vide O.M. No. 55011/1/2023-LAIR dated 19.03.2025. After the hearing, the committee is assigned to recommend a way-out to address the issue of upgradation of pay scales of Executives of CIL/it subsidiaries similar to other Maharatna CPSEs.

Ironically, we at AIACE have not been included in this list, although AIACE had been drawing attention of the management of CIL/SCCL, Ministry of Coal and Deptt of Public Enterprises giving suggestions/feasible solutions to solve the pay conflict between executive and non -executive employees after implementation of NCWA XI through various letters viz.

(i) AIACE/CENTRAL/2023/034 dated 23/6/23,
(ii) ACE/CENTRAL/2023/048 dt 24/7/2023,
(iii) AIACE/CENTRAL/2023/049 dt. 25/7/2023,
(iv) IACE/CENTRAL/2023/063 dt. 16/8/2023
(v) AIACE/CENTRAL/2023/073 dt. 1/9/2023
(vi) AIACE/CENTRAL/2023/076 dt. 8/9/2023
(vii) AIACE/CENTRAL/2023/093 dt. 11/10/2023
(viii) AIACE/CENTRAL/2023/115 dt. 9/12/2023
(ix) AIACE/CENTRAL/2023/117 dt. 20/12/2023
(x) AIACE/CENTRAL/2024/079 dt. 30/9/2024

It is regretted that CIL management has been silent on the above suggestions giving opportunity to the litigants to go for court case. If the management would have considered the suggested solutions and taken decision, there would not have been multiple cases and executives would have been very much satisfied. It is our view that the committee will not be in a possible to submit acceptable solution as the term of reference is narrowed to the upgradation of pay scale on the line of Maharatna CPSU's pay scale. It is worth to mention here that there is no such pay scale as Maharatna pay scale rather the pay scale is applicable for all PSUs wef 1//1/2017 based on affordability and their performance parameters.

Sir, AIACE had given call for demonstration on 5/10/23 and 8/1/24 vide letter nos. AIACE/CENTRAL / 089 dated 5.10.2023 and, (ii) AIACE/CENTRAL / 002 dated 8.1.2024 respectively. Against our notice, the CIL mgt had called meeting with AIACE representatives and had assured to consider our suggestions but the mgt failed over the assurance.

It is requested that AIACE may also be asked to come up with proposal for resolving the issue or the suggestions submitted through above letters must be taken into account while submitting recommendation. The executives will be benefitted/properly compensated if solutions suggested by AIACE are accepted after proper deliberations.

Hoping for early communication from your end.

With Regards,

P. K. Singh Rathor
Convenor, AIACE/AICPA

Copy to:
Hon'ble Minister for Coal, New Delhi

Enclosure - I (Office order) No. 55011/1/2023-LAIR dated 25th April, 2025 (Page-3)
Enclosure - II- All the above referred letters. (Pages 4 to 60)
Enclosure - III- Demonstration notice included in above letters (Pages 61 to 72)

No 55011/1/2023-LAIR
Government of India
Ministry of Coal
LAIR Section
****

Lok Nayak Bhawan, New Delhi,
Dated the 25th April, 2025

NOTICE FOR HEARING

Subject: Notice of Hearing by the Committee – In Compliance with Order dated 07.04.2025 of the Hon'ble High Court of Madhya Pradesh, Jabalpur in Writ Appeal No. 1486 of 2023 (Coal India Limited vs. Kundan Sehgal & Ors.)

A Committee has been constituted by the Ministry of Coal*vide* O.M. No.55011/1/2023-LAIR dated 19.03.2025 to recommend a way-out to address the issue of up-gradation of pay scales of Executives of CIL/its subsidiaries similar to other Maharatna CPSEs. In compliance with the directions of the Hon'ble High Court of Madhya Pradesh, Jabalpur dated 07.04.2025 in the above-mentioned case, the Committee is required to hear **both the parties and shall also consider the documents if any submitted before the Committee by the parties.**

2. Accordingly, you are hereby informed that a hearing will be conducted on **5th May, 2025** at **Coal India Limited, 6th Floor, SCOPE Complex, Lodhi Road, New Delhi – 110003**.

3. You may appear before the Committee either individually or in small groups (2 to 3 persons) as per time fixed for hearing (Time schedule annexed) to make oral and/or written submissions.

4. You are requested to acknowledge receipt of this notice by email at the earliest convenience.

Arvind Kumar
(Arvind Kumar)
Under Secretary to the Government of India
E-mail: arvind.kumar70@gov.in

To,

1. **Shri Kundan Sehgal** and other Respondents in WA No. 1486 of 2023 (CIL & Ors. –vs- Kundan Sehgal & Ors.) before Hon'ble MP High Court, Jabalpur Bench.
2. **Shri Himanshu Shekhar Sharma** and other Petitioners in WP (C) No. 8753 of 2023 (Himanshu Shekhar Sharma & Ors. –vs- UOI & Ors.) before Hon'ble Delhi High Court.
3. **Shri Sandeep Kumar Dotasara** and other Petitioners in WP (C) No. 28435 of 2023 (Sandeep Kumar Dotasara & Ors. –vs- MoC & Ors.) before Hon'ble Orissa High Court.
4. **Shri Tilkraj** and other Petitioners in WP (S) No. 4064 of 2023 (Tilkraj & Ors.

–vs- UOI & Ors.) before Hon'ble Chhattisgarh High Court.

5. CMD, CIL or its representatives (Appellant in WA No. 1486 of 2023)

Annexure

Time schedule for hearing of the parties

Sl.No.	Name of Petitioner	Case no. in High Court	Time slot
1	**Shri Kundan Sehgal** and other Respondents	WA No. 1486 of 2023 (CIL & Ors. –vs- Kundan Sehgal & Ors.) before Hon'ble MP High Court, Jabalpur Bench	11.00 AM to 11.15 AM
2	**Shri Himanshu Shekhar Sharma** and other Petitioners	WP (C) No. 8753 of 2023 (Himanshu Shekhar Sharma & Ors. –vs- UOI & Ors.) before Hon'ble Delhi High Court	11.20 AM to 11.35 AM
3	**Shri Sandeep Kumar Dotasara** and other Petitioners	WP (C) No. 28435 of 2023 (Sandeep Kumar Dotasara & Ors. –vs- MoC & Ors.) before Hon'ble Orissa High Court	11.40 AM to 11.55 AM
4	**Shri Tilkraj** and other Petitioners	WP (S) No. 4064 of 2023 (Tilkraj & Ors. –vs- UOI & Ors.) before Hon'ble Chhattisgarh High Court	12.00 noon to 12.15 PM
5	CMD, CIL or its representatives	Appellant in WA No. 1486 of 2023	12.30 PM to 12.45 PM

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

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 22nd 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 20th June, 2023, the undersigned is directed to refer to your letter No. CIL/CH:3883, dated 26th 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 6th 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

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

ALL INDIA ASSOCIATION OF COAL EXECUTIVES (AIACE)
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E-mail : centralaiace@gmail.com ; Ph. 9907434051

Ref No. AIACE/CENTRAL/2023 / 048 **Dated 24.7.2023**

To

The Chairman,

Coal India Limited,

Coal Bhawan,

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

Newtown, Rajarhat, Kolkata-700156

Sub:- Initiating action for providing PP to compensate executives to offset pay conflict arising due to implementation of NCWA XI

Dear Sir,

Kindly refer to our letter no. AIACE/CENTRAL/2023/034 dated 23/6/23 on the subject in which it was requested to start action for providing PP to compensate executives to offset pay conflict arising due to implementation of NCWA XI. (Vide Enclosure – I)

One month has passed and we believe that mgt might have initiated action on our request as per extant rule and procedure to resolve the issue.

It is brought to kind notice that executives are very much agitated over the issue and may resort to any action as decided in future if the issue is not resolved in time.

It is once again requested 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.

You may appreciate the fact that various guidelines in this regard have been compiled by DPE in the name GUIDELINES FOR ADMINISTRATIVE MINISTRIES/DEPARTMENTS AND CENTRAL PUBLIC SECTOR ENTERPRISES which can be accessed at https://dpe.gov.in/sites/default/files/DPE_Guidelines_2019.pdf

Thanking You,

(P. K. SINGH RATHOR)
Principal General Secretary

Cc

The Coal Secretary, Govt of India, New Delhi
The Secretary, DPE, New Delhi.

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

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

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 22nd 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 20th June, 2023, the undersigned is directed to refer to your letter No. CIL/CH:3883, dated 26th 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 6th 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

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

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

AIACE/CENTRAL/2021 / 049 ***Dated 25.7.2023***

To

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

Sub: Violation of DPE guideline resulting into Pay-Conflict between executives and that of staffs and workers after Wage Revision under NCWA XI in coal sector (CIL/SCCL) and request for direction to Coal ministry, Coal India and SCCL to resolve the issue

Dear Sir,

Anticipating apprehension of pay conflict between that of executives and employees of Coal India and Singreni Collieries after implementation of negotiated wage as agreed by management and trade unions, AIACE has been highlighting the issue from time to time to management, Minstry of Coal and DPE vide our letter nos. AIACE/CENTRAL/2023/ 012 dt 3-3-2023, AIACE/CENTRAL/2023/ 032 dt 21-6-2023 and AIACE/CENTRAL/2023/ 036 dt 27-6-2023.

The salary of executives working in CIL and SCCL was revised aa per recommendations of 3rd PRC and approved by the central govt. It was done for a period of 10 years wef 1/1/2017. But the wages of staffs and workers are fixed by JBCCI as per agreement between mgt and trade union which is called NCWA for 5 years.

For the coal sector, NCWA-XI has been implemented for 5 years w.e.f. 1/7/21 to 30/6/26. Vide letter No. 55011/3/2015-PRIW-I/Vol.IV dt. 22-6-2023, Ministry of Coal has confirmed about successfully concluding MoA for NCWA-XI and implementing wef June 23 for workmen in Coal India Ltd, SCCL and some private players (Copy enclosed in Annexure-I).

This implementation has created a huge pay conflict between that if executives and workers.

There exist DPE guidelines issued by DPE circular no. W-02/0015/2016-DPE (WC)-GL-XXIV/17 dt. 24-11-2017 which says that ***"To avoid conflict of pay scales of executives/non-unionised supervisors with that of workmen, CPSEs may consider adoption of graded DA neutralisation and/or graded fitment during the wage negotiations."*** (Copy enclosed in Annexure-II).

However, it is regretted that this wage negotiation has created a Pay-conflict with the pay scales of executives which can be addressed by providing PP (Personal Pay) component as suggested by DPE. (vide Annexure – III).

Some of the glaring examples of pay difference are given in Annexure-IV, in which 2 case studies are presented as below:

i) first case is Comparison Of Salary And Wage Of Subordinate Enginner & Foreman I/C,
ii) and second case is Comparison Of Salary And Wage Of Cost Accountant And Sr Officer (Finance)

From the above, it is clear that a non-executive staff is getting more wage than and executive. There are many other cases where daily rated workers are also getting more wage than executives. This has created an alarming situation and executives are very much demotivated and demoralized.

It is submitted that PF, leave encashment and other benefits are based on basic salary/wage and in case of more basic wage, these will also be affected.

So, firstly the salary of E1 grade executive be so upgraded that it becomes more than that of highest wage of non-executive staff/worker. When the salary of E1 level executive is increased, it will cross the salary of E2 level executive and so on.

So, the pay conflict needs to be resolved from E1 to E9 level starting from E1 grade.

In view of these facts, DPE is requested to intervene in the matter and issue necessary guidelines to coal companies for introducing pay protection of executives by way of allowing a PP (Personal Pay) component to executives.

We at AIACE hope that, our above request will be duly considered by DPE and it will issue appropriate direction to Coal Ministry, Coal India and Singareni Collieries Company to ensure that basic salary of Executives is made higher than the negotiated wages for non-executives.

Regards,

P. K. Singh Rathor
Principal General Secretary, AIACE

CC

1. Coal Secretary, Ministry of Coal, Govt of India, New Delhi.
2. Secretary, DOPT, Govt of India, New Delhi.
3. Secretary, Ministry of Finance, Govt of India, New Delhi.
4. Director General, SCOPE, New Delhi.
5. Chairman, CIL, Kolkata.
6. CMD, Singreni collieries Company Ltd, Kothagudem.
7. DT/DP/DF/DM, CIL, Kolkata.

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

Shastri Bhavan, New Delhi,
the 22nd 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 20th June, 2023, the undersigned is directed to refer to your letter No. CIL/CH:3883, dated 26th 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 6th 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

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

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.

SHaque

(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.

SHaque

(Samsul Haque)
Under Secretary

Annexure – III

CALCULATIONS SHOWING RESULTANT PP TO BE ALLOWED IN E-1 GRADE AND PROPORTIONATE PP IN OTHER GRADES											
NON-EXECUTIVE			**EXECUTIVE GRADES**								
		T&S Gr-A1		**E1**		**E2**		**E3**		**E4**	
				EXISTING	**PP to neutralise Anomaly**	**EXISTING**	**Proportionate PP to neutralise Anomaly**	**EXISTING**	**Proportionate PP to neutralise Anomaly**	**EXISTING**	**Proportionate PP to neutralise Anomaly**
Basic @26 Days		71030.56	BASIC	40000	41343	50000	51678	60000	62014	70000	72350
VDA	11.70%	8310.58	VDA@37.7%	15080	15586	18850	19483	22620	23379	26390	27276
SDA	1.80%	1275	PERKS@35%	14000	14470	17500	18087	21000	21705	24500	25322
ATTND. BONUS	10%	7103.06		0		0		0		0	
SPL. ALLOWANCE	5%	3551.53		0		0		0		0	
WASHING ALLOWCE	187.5	187.5		0		0		0		0	
TRANSPORT SUB.	28.75	747.5		0		0		0		0	
ADDL. TRANS. SUB.	50	1300		0		0		0		0	
CONV. ALLOWANCE	62.5	1625		0		0		0		0	
LPG	1100	1100		0		0		0		0	
SUNDAY	SUNDAY	24412.66		0		0		0		0	
CHARGE ALLOWANCE	25%	19835.28		0		0		0		0	
GROSS PAY		**140478.67**		**69080**	**71399**		**89248**		**107098**		**124948**
DIFFERENCE				**71399**	**0**						

EXECUTIVE GRADES									
E5		**E6**		**E7**		**E8**		**E9**	
EXISTING	**Proportionate PP to neutralise Anomaly**	**EXISTING**	**Proportionate PP to neutralise Anomaly**	**EXISTING**	**Proportionate PP to neutralise Anomaly**	**EXISTING**	**Proportionate PP to neutralise Anomaly**	**EXISTING**	**Proportionate PP to neutralise Anomaly**
80000	82685	90000	93021	100000	103356	120000	124028	150000	155035
30160	31172	33930	35069	37700	38965	45240	46758	56550	58448
28000	28940	31500	32557	35000	36175	42000	43410	52500	54262
0		0		0		0		0	
0		0		0		0		0	
0		0		0		0		0	
0		0		0		0		0	
0		0		0		0		0	
0		0		0		0		0	
0		0		0		0		0	
0		0		0		0		0	
0		0		0		0		0	
	142797		**160647**		**178497**		**214196**		**267745**

Annexure – IV

CASE- 1 COMPARISON OF SALARY AND WAGE OF SUBORDINATE ENGINNER & FOREMAN I/C

After implementation of NCWA-XI, as per pay slips of June, 2023 reproduced below this table,

SN	GRADE	DESIGNATION	BASIC WAGE/SALARY(RS)	GROSS PAY(RS)
1	A1(NON- EXECUTIVE)	FOREMAN I/C	146992/	270932/
2	E1(EXECUTIVE)	SUBORDINATE ENGINEER	82590/	142632/

Comparision between Non Excutive oF Grade A-1 & Excutive of E1 at MCL OF MONTH JUNE 2023

```
!Mahanadi Coalfields Ltd   !PIS No :90251307         Name                             !Basic :82590.00       Bank      :UCO BANK                  PAN     :xxxxxx981K      !
!Area   : ORIENT           !Design.:SUBORDINATE ENGINEER (E&M                         !                      Bank A/C:xxxxxxxxxx2617              AADHAR  :xxxxxxxx1297    !
!Unit   : RAMPUR SA        !Dept   :E&M                                               !EmpTyp:Executives     CMPF A/C:BLP/14/92                   Incr Dt:01.04.2024       !
!Py.Area: MCL Orient       !Grade  :E-1          VDA-CURR: 37.70    VDA-PREV:37.70     !Mon-Yr:JUN-2023                                            Slip No: 3               !
!-----------------------------------------------------------------------------------------------------------------------------------------------------------------------!
!OT Code   :               !Mon-Yr  ATTD  EL   CL   SL   HPL  SPL  LWP  OTHER UG  NS  LV-ENCSH SUNS SUND HOLN HOLW OT.B OT.P  OD  CHOUR P.Days ! EL-BAL CL-BAL SL/HPL-BAL!
!UGA Code  :Non-UG         !Curr    17                                    5                                1                 0         0            30  !  214    10      264   !
!TS Rate   :          /    !Prev     0                                                                                         0         0           0.0  ! Loan:         Bond:     !
!-----------------------------------------------------------------------------------------------------------------------------------------------------------------------!
!              Current   Adjustment!              Current   Adjustment!            Current   Adjustment!            Current   Adjustment!<------F O R M 1 6------>
!<-------------------------E A R N I N G S --------------------------->!<-----------------D E D U C T I O N S ------------------------->! Gross Sal    :2413202.79 !
!BASIC      :   82590.00           !                                   !CMPF        :  13647.00            !CLUB DEDN :   500.00          ! Ded U/S 10   :   3870.00 !
!DA         :   31136.43           !                                   !VPF         :  13647.00            !CMOAI     :    50.00          ! Ded U/S 16   :  50000.00 !
!PRKS       :   28906.50           !                                   !CMPS        :   7961.00            !PROF TAX  :   200.00          ! Other Inc    :      0.00 !
!                                  !                                   !HRR         :    470.00            !INC TAX   : 21214.00          ! Ded CH-VI    :      0.00 !
!                                  !                                   !ELEC CHRG   :    825.90            !MISC DEDU :    10.00          ! Taxable Inc :2359313.00 !
!                                  !                                   !BENV REC    :     10.00            !                              ! Total Tax   : 424106.00 !
!                                  !                                   !ITAX_ADJHPK:    1343.00-           !                              ! Relief       :      0.00 !
!--------------------------------------------------------------------------------------------------------------------------------------! Tax deductio:     254394 !
!Total Earn:142632.93   Total Dedn:57191.90    Net payment:85441.03    Tax Gross:142632.93          PF Gross:113726.43                 ! Balance tax : 169712.00 !
============================== MISC dedn includes ( CIL relief, MCL relief, School bus, Farewell fund and GIC ) ==============================
```

```
!Mahanadi Coalfields Ltd   !PIS No :                 Name :                           !Basic :146992.23      Bank      :STATE BANK OF INDIA PAN     :xxxxxx632F      !
!Area   : IB VALLEY        !Design.:FOREMAN IN-CHARGE (E&M)                           !                      Bank A/C:xxxxxxx1848                 AADHAR  :xxxxxxxx9137    !
!Unit   : LAJKURA OC       !Dept   :E&M                                               !EmpTyp:Monthly Rated  CMPF A/C:BLP/20/534                  Incr Dt:01.05.2024       !
!Py.Area: MCL IB Valley    !Grade  :T&S GRADE A1   VDA-CURR: 11.80    VDA-PREV:42.30    !Mon-Yr:JUN-2023                                            Slip No: 25              !
!-----------------------------------------------------------------------------------------------------------------------------------------------------------------------!
!OT Code   :OT CODE 2 (Y/8)xH !Mon-Yr  ATTD  EL   CL   SL   HPL  SPL  LWP  OTHER UG  NS  LV-ENCSH SUNS SUND HOLN HOLW OT.B OT.P  OD  CHOUR P.Days ! EL-BAL CL-BAL SL/HPL-BAL!
!UGA Code  :Non-UG            !Curr    20                                              4         1    1        025.00   0            26  !  40      8       76    !
!TS Rate   :62.50      /25    !Prev     0                                                                     0        0           0.0  ! Loan:         Bond:     !
!-----------------------------------------------------------------------------------------------------------------------------------------------------------------------!
!              Current   Adjustment!              Current   Adjustment!            Current   Adjustment!            Current   Adjustment!<------F O R M 1 6------>
!<-------------------------E A R N I N G S --------------------------->!<-----------------D E D U C T I O N S ------------------------->! Gross Sal    :2412837.56 !
!BASIC      :  146992.23           ! OVERTIME   :  10801.19            !CMPF        :  25957.00            !UNION DEDN :     5.00         ! Ded U/S 10   :      0.00 !
!VDA        :   17345.08           ! SPL  ALLW  :   6725.94            !VPF         :  21631.00            !PROF TAX   :   200.00         ! Ded U/S 16   :  50000.00 !
!SDA        :    2638.51           ! ATT BONUS  :  34195.81            !CMPS        :  11504.00            !INC TAX    : 48578.00         ! Other Inc    :      0.00 !
!TRNS.SUB.  :    1562.50           ! MEDNTAX ADJ:   9638.00            !ELEC CHRG   :   1469.92            !MISC DEDU  :    10.00         ! Ded CH-VI    :      0.00 !
!PROD INCENT:    2500.00           !                                   !BENV REC    :     10.00            !                              ! Taxable Inc :2362840.00 !
!WEEK OFF   :   25688.60           !                                   !CLUB DEDN   :     40.00            !                              ! Total Tax   : 425207.00 !
!HOLIDAY    :   12844.30           !                                   !LIC PREMIUM:     162.00            !                              ! Relief       :      0.00 !
!--------------------------------------------------------------------------------------------------------------------------------------! Tax deductio:     159720 !
!Total Earn:270932.16   Total Dedn:109566.92   Net payment:161365.24   Tax Gross:261294.16          PF Gross:216309.91                 ! Balance tax : 265487.00 !
============================== MISC dedn includes ( CIL relief, MCL relief, School bus, Farewell fund and GIC ) ==============================
```

Both joined on date 1990 as grade B & 1992 as grade A , And 2000 As grade A1,

Date of joining As E1 IN Jan 2011.

CASE- 2 COMPARISON OF SALARY AND WAGE OF COST ACCOUNTANT AND SR OFFICER (FINANCE)
After implementation of NCWA-XI, as per pay slips of June, 2023 reproduced below this table,

SN	GRADE	DESIGNATION	BASIC WAGE/SALARY(RS)	GROSS PAY(RS)
1	A1(NON- EXECUTIVE)	COST ACCOUNTANT	82343/	129113/
2	E2(EXECUTIVE)	SR OFFICER	59680	104634/

```
==================================================================================================================================================
!Eastern Coalfields Ltd       !PIS No :00191366  Name        :RAJU KUMAR SAH           !Basic     :82343.89   Bank     :PUNJAB NATIONAL BANKPAN     :******011P
!                             !Gender :MALE      F/H`s Name  :UTTAM KUMAR SAH          !NCW Basic:77617.01   Last Leave Encashment Date  :  01.05.2023
!Area    : PANDAVESWAR        !Design.:COST ACCOUNTANT / ACCOUNT                       !                     Bank A/C:************2804    AADHAR :********2892
!Unit    : PANDAVESWAR-AHQ    !Dept    :FINANCE & ACCOUNTS                             !EmpTyp:Monthly Rated CMPF A/C:RNJ/1/199           Incr Dt:01.05.2024
!Py.Area: ECL - PANDAVESWAR   !Grade   :T&S GRADE A1      VDA-CURR: 11.80    VDA-PREV:42.30   !Mon-Yr:JUN-2023      LTC Block: 31.05.2022(LTC)   Slip No: 1
!-----------------------------!----------------------------------------------------------------------------------------------------------!----------------------------
!OT Code    :                 !Mon-Yr  ATTD  EL  CL  SL  HPL  SPL  ABS  OTHERWO  UG  NS  LV-ENCSH SUNS SUND HOLN HOLW OT.B OT.P  OD CHOUR P.Days ! EL-BAL CL-BAL SL/HPL-BA
!UGA Code   :Non-UG           !Curr    19                               4                  3                          0.00   0           26   !  33     11        39
!TS Rate    :28.75    /22     !                                                                                                          ! Loan:        Bond:
!-----------------------------!----------------------------------------------------------------------------------------------------------!----------------------------
!              Current   Adjustment!             Current   Adjustment!             Current   Adjustment!             Current   Adjustment!<------F O R M 1 6------
!<-------------------------E A R N I N G S ------------------------->!<--------------------D E D U C T I O N S ------------------------>! Gross Sal   :1329223.03
!BASIC       :   82343.89         ! GAS CYLINDE:    1112.36          !CMPF       :   12520.00         !                                   ! Ded U/S 10  :       0.00
!VDA         :    9716.58         !                                  !CMPS       :    6444.00         !                                   ! Ded U/S 16  :   50000.00
!SDA         :    1478.07         !                                  !ELEC CHRG  :     823.44         !                                   ! Other Inc   :       0.00
!TRNS.SUB.   :     632.50         !                                  !COOP DEDN  :   12331.00         !                                   ! Ded CH-VI   :       0.00
!WEEK OFF    :   10792.92         !                                  !PROF TAX   :     200.00         !                                   ! Taxable Inc :1279223.00
!SPL  ALLW   :    3880.85         !                                  !INC TAX    :   10615.00         !                                   ! Total Tax   : 110079.00
!ATT BONUS   :   19156.23         !                                  !MISC DEDU  :       2.00         !                                   ! Relief      :       0.00
-----------------------------------------------------------------------------------------------------------------------------------------! Tax deductio:     38629
!Total Earn:129113.40   Total Dedn:42935.44    Net payment:86177.96     Tax Gross:129113.40                   PF Gross:104331.46         ! Balance tax :  71450.00
=============================== MISC dedn includes ( Relief Fund, School bus, Farewell fund and GIC ) ====================================================
Pay point: 03 - 03 #
```

```
==================================================================================================================================================
!Eastern Coalfields Ltd       !PIS No :90347212  Name        :BRAJESH PRASAD           !Basic     :59680.00   Bank     :STATE BANK OF INDIA PAN     :******691L
!                             !Gender :MALE      F/H`s Name  :RAM KISHOR PRASAD        !NCW Basic:           Last Leave Encashment Date  :  29.05.2023
!Area    : PANDAVESWAR        !Design.:SR. OFFICER (FINANCE)                           !                     Bank A/C:*******1442         AADHAR :********0888
!Unit    : PANDAVESWAR        !Dept    :FINANCE                                        !EmpTyp:Executives    CMPF A/C:RAN/08/577          Incr Dt:01.04.2024
!Py.Area: ECL - PANDAVESWAR   !Grade   :E-2               VDA-CURR: 37.70    VDA-PREV:37.70   !Mon-Yr:JUN-2023      LTC Block:                   Slip No: 1
!-----------------------------!----------------------------------------------------------------------------------------------------------!----------------------------
!OT Code    :                 !Mon-Yr  ATTD  EL  CL  SL  HPL  SPL  ABS  OTHERWO  UG  NS  LV-ENCSH SUNS SUND HOLN HOLW OT.B OT.P  OD CHOUR P.Days ! EL-BAL CL-BAL SL/HPL-BA
!UGA Code   :Non-UG           !Curr    26                               4                                             0.00   0           30   !  61     12       152
!TS Rate    :          /      !                                                                                                          ! Loan:        Bond:
!-----------------------------!----------------------------------------------------------------------------------------------------------!----------------------------
!              Current   Adjustment!             Current   Adjustment!             Current   Adjustment!             Current   Adjustment!<------F O R M 1 6------
!<-------------------------E A R N I N G S ------------------------->!<--------------------D E D U C T I O N S ------------------------>! Gross Sal   :1615828.31
!BASIC       :   59680.00         !                                  !CMPF       :    9861.00         !CMOAI      :       50.00         ! Ded U/S 10  :    2242.00
!IDA         :   22499.36         !                                  !CMPS       :    5753.00         !PROF TAX   :      200.00         ! Ded U/S 16  :   52400.00
!PERKS       :   20888.00         !                                  !HRR        :     470.00         !INC TAX    :     6512.00         ! Other Inc   :200000.00-
!MEDICAL NTA:     1567.00         !                                  !ELEC CHRG  :     596.80         !MISC DEDU  :        2.00         ! Ded CH-VI   : 223000.00
!                                 !                                  !BENV REC   :     200.00         !                                   ! Taxable Inc :1138190.00
!                                 !                                  !ITAX_ADJHPK:     835.00-        !                                   ! Total Tax   : 160116.00
!                                 !                                  !CLUB DEDN  :     400.00         !                                   ! Relief      :       0.00
-----------------------------------------------------------------------------------------------------------------------------------------! Tax deductio:    108021
!Total Earn:104634.36   Total Dedn:23209.80    Net payment:81424.56     Tax Gross:103067.36                   PF Gross:82179.36          ! Balance tax :  52095.00
=============================== MISC dedn includes ( Relief Fund, School bus, Farewell fund and GIC ) ====================================================
Pay_point: 00 - 00 #
```

An interesting situation emerges from above as follows.

Employee one (X) joined in 2012 as accountant Grade -A then he was promoted to E1 in the year 2016, now he is an officer in E2 grade and he is getting gross of Rs. 1.04 Lakhs.

And another employee (Y) who joined in 2013 in Accountant Grade -A, now he is Accountant Grade - A1, still Y is getting gross of Rs. 1.25 Lakhs.

And both are working in the same office. The situation in the future can be very much imagined.

From the above, it is clear that a non-executive staff is getting more wage than and executive.

There are many other cases where daily rated workers are also getting more wage than executives.

This has created an alarming situation and executives are very much demotivated and demoralized.

It is submitted that PF, leave encashment and other benefits are based on basic salary/wage and in case of more basic wage, these will also be affected.

So, firstly the salary of E1 grade executive be so upgraded that it becomes more than that of highest wage of non-executive staff/worker.

When the salary of E1 level executive is increased, it will cross the salary of E2 level executive and so on.

So, the pay conflict needs to be resolved ta E1 to E level starting from E1 grade.

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

Ref No. AIACE/CENTRAL/2023 / 063 **Dated 16.8.2023**

To

The Chairman,
Coal India Limited,
Coal Bhawan,
Premise No-04 MAR, Plot No-AF-III, Action Area-1A,
Newtown, Rajarhat, Kolkata-700156

Sub:- Formation of Pay Conflict Resolution Committee at CIL and subsidiary level to examine and recommend measures to compensate executives to offset pay conflict arising due to implementation of NCWA-XI

Dear Sir,

AIACE has been drawing your kind attention regarding pay conflict between executives and wage board employees due to implementation of NCWA-XI through its various letters vide letter nos. (i) AIACE/CENTRAL/2023/048 dt 24/7/2023, (ii) AIACE/CENTRAL/2023/034 dated 23/6/23 and (iii) AIACE/CENTRAL/2023/049 dt. 25/7/2023. (Copies enclosed in Annexures I, II & III)

It was requested for needful actions immediately to provide PERSONAL PAY (PP) to executives in order to resolve this issue latest by 30th September 2023.

It seems that the basic requirement of formation of a committee, to study and resolve the issues, has not yet started. This is to highlight the fact that, executives are in agitating mood and may be compelled to resort to agitational path including strike, in case the issue is not resolved.

In the light of above facts, it is requested to form Pay Conflict Resolution Committee at CIL and subsidiary level to examine and recommend measures to compensate executives to resolve the issue arising due to implementation of NCWA XI.

It is also requested for inclusion of members from AIACE whose in-depth studies may help CIL in arriving at an amicable solution efficiently.

Thanking You,

With regards,

(P. K. SINGH RATHOR)
Principal General Secretary

Cc

The Coal Secretary, Govt of India, New Delhi
The Secretary, DPE, New Delhi.
The CMD, SCCL, Singreni

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

Ref No. AIACE/CENTRAL/2023 / 048 **Dated 24.7.2023**

To

The Chairman,

Coal India Limited,

Coal Bhawan,

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

Newtown, Rajarhat, Kolkata-700156

Sub:- Initiating action for providing PP to compensate executives to offset pay conflict arising due to implementation of NCWA XI

Dear Sir,

Kindly refer to our letter no. AIACE/CENTRAL/2023/034 dated 23/6/23 on the subject in which it was requested to start action for providing PP to compensate executives to offset pay conflict arising due to implementation of NCWA XI. (Vide Enclosure – I)

One month has passed and we believe that mgt might have initiated action on our request as per extant rule and procedure to resolve the issue.

It is brought to kind notice that executives are very much agitated over the issue and may resort to any action as decided in future if the issue is not resolved in time.

It is once again requested 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.

You may appreciate the fact that various guidelines in this regard have been compiled by DPE in the name GUIDELINES FOR ADMINISTRATIVE MINISTRIES/DEPARTMENTS AND CENTRAL PUBLIC SECTOR ENTERPRISES which can be accessed at https://dpe.gov.in/sites/default/files/DPE_Guidelines_2019.pdf

Thanking You,

(P. K. SINGH RATHOR)
Principal General Secretary

Cc

The Coal Secretary, Govt of India, New Delhi
The Secretary, DPE, New Delhi.

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

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

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.

Annexure-III

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/2021 / 049 ***Dated 25.7.2023***

To

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

Sub: Violation of DPE guideline resulting into Pay-Conflict between executives and that of staffs and workers after Wage Revision under NCWA XI in coal sector (CIL/SCCL) and request for direction to Coal ministry, Coal India and SCCL to resolve the issue

Dear Sir,

Anticipating apprehension of pay conflict between that of executives and employees of Coal India and Singreni Collieries after implementation of negotiated wage as agreed by management and trade unions, AIACE has been highlighting the issue from time to time to management, Minstry of Coal and DPE vide our letter nos. AIACE/CENTRAL/2023/ 012 dt 3-3-2023, AIACE/CENTRAL/2023/ 032 dt 21-6-2023 and AIACE/CENTRAL/2023/ 036 dt 27-6-2023.

The salary of executives working in CIL and SCCL was revised aa per recommendations of 3rd PRC and approved by the central govt. It was done for a period of 10 years wef 1/1/2017. But the wages of staffs and workers are fixed by JBCCI as per agreement between mgt and trade union which is called NCWA for 5 years.

For the coal sector, NCWA-XI has been implemented for 5 years w.e.f. 1/7/21 to 30/6/26. Vide letter No. 55011/3/2015-PRIW-I/Vol.IV dt. 22-6-2023, Ministry of Coal has confirmed about successfully concluding MoA for NCWA-XI and implementing wef June 23 for workmen in Coal India Ltd, SCCL and some private players (Copy enclosed in Annexure-I).

This implementation has created a huge pay conflict between that if executives and workers.

There exist DPE guidelines issued by DPE circular no. W-02/0015/2016-DPE (WC)-GL-XXIV/17 dt. 24-11-2017 which says that ***"To avoid conflict of pay scales of executives/non-unionised supervisors with that of workmen, CPSEs may consider adoption of graded DA neutralisation and/or graded fitment during the wage negotiations."***
(Copy enclosed in Annexure-II).

However, it is regretted that this wage negotiation has created a Pay-conflict with the pay scales of executives which can be addressed by providing PP (Personal Pay) component as suggested by DPE. (vide Annexure – III).

Some of the glaring examples of pay difference are given in Annexure-IV, in which 2 case studies are presented as below:

iii) first case is Comparison Of Salary And Wage Of Subordinate Enginner & Foreman I/C,
iv) and second case is Comparison Of Salary And Wage Of Cost Accountant And Sr Officer (Finance)

From the above, it is clear that a non-executive staff is getting more wage than and executive. There are many other cases where daily rated workers are also getting more wage than executives. This has created an alarming situation and executives are very much demotivated and demoralized.

It is submitted that PF, leave encashment and other benefits are based on basic salary/wage and in case of more basic wage, these will also be affected.

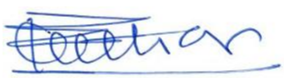
So, firstly the salary of E1 grade executive be so upgraded that it becomes more than that of highest wage of non-executive staff/worker. When the salary of E1 level executive is increased, it will cross the salary of E2 level executive and so on.

So, the pay conflict needs to be resolved from E1 to E9 level starting from E1 grade.

In view of these facts, DPE is requested to intervene in the matter and issue necessary guidelines to coal companies for introducing pay protection of executives by way of allowing a PP (Personal Pay) component to executives.

We at AIACE hope that, our above request will be duly considered by DPE and it will issue appropriate direction to Coal Ministry, Coal India and Singareni Collieries Company to ensure that basic salary of Executives is made higher than the negotiated wages for non-executives.

Regards,



P. K. Singh Rathor
Principal General Secretary, AIACE

CC

1. Coal Secretary, Ministry of Coal, Govt of India, New Delhi.
2. Secretary, DOPT, Govt of India, New Delhi.
3. Secretary, Ministry of Finance, Govt of India, New Delhi.
4. Director General, SCOPE, New Delhi.
5. Chairman, CIL, Kolkata.
6. CMD, Singreni collieries Company Ltd, Kothagudem.
7. DT/DP/DF/DM, CIL, Kolkata.

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

Ref No. AIACE/CENTRAL/2023 / 073 **Dated 1.9.2023**

To

Prof Nageshwar Rao Gollpalli
Email-gollapallinr@yahoo.com
Independent Director
Chairman, Nomination & Remuneration Committee
Coal India Limited, Kolkata

Sub:- Resolution of Pay Conflict between executives and non-executives after implementation of NCWA XI and adoption of suitable measures to compensate executives to offset pay conflict by providing personal pay

Dear Sir,

AIACE has been drawing kind attention of Chairman, CIL and others regarding pay conflict between executives and wage board employees due to implementation of NCWA-XI through its various letters vide letter nos (i) AIACE/CENTRAL/2023/063 dt. 16/8/2023 (ii) AIACE/CENTRAL/2023/048 dt 24/7/2023, (iii) AIACE/CENTRAL/2023/034 dated 23/6/23 and (iv) AIACE/CENTRAL/2023/049 dt. 25/7/2023 (Copies enclosed in Annexures I, II, III & IV)

It was requested for needful actions immediately to provide PERSONAL PAY (PP) to executives in order to resolve this issue latest by 30th September 2023.

It seems that the basic requirement of formation of a committee, to study and resolve the issues, has not yet started. This is to highlight the fact that, executives are in agitating mood and may be compelled to resort to agitational path including strike, in case the issue is not resolved.

In the light of above facts, the issue is being brought to your knowledge for kind intervention and with a request to facilitate formation of Pay Conflict Resolution Committee at CIL and subsidiary level to examine and recommend measures to compensate executives to resolve the issue arising due to implementation of NCWA XI.It is also requested for inclusion of members from AIACE whose in-depth studies may help CIL in arriving at an amicable solution efficiently.

Thanking You,

With regards,

(P. K. SINGH RATHOR)
Principal General Secretary

Cc

Sri Kamesh Kant Acharya (Email- cakamesh@gmail.com),ID,Member, NRC, CIL
Sri Arun Kumar Oraon(Email- dr.arunoraon@gmail.com), ID,Member, NRC, CIL
Sri Ghanshyam Singh Rathore(Email- captghanshyam@gmail.com), ID,Member, NRC, CIL
Sri Vinay Ranjan, D(P&IR), Member, NRC, CIL

(P. K. SINGH RATHOR)

Annexure – I

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

Ref No. AIACE/CENTRAL/2023 / 063 **Dated 16.8.2023**

To

The Chairman,

Coal India Limited,

Coal Bhawan,

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

Newtown, Rajarhat, Kolkata-700156

Sub:- Formation of Pay Conflict Resolution Committee at CIL and subsidiary level to examine and recommend measures to compensate executives to offset pay conflict arising due to implementation of NCWA-XI

Dear Sir,

AIACE has been drawing your kind attention regarding pay conflict between executives and wage board employees due to implementation of NCWA-XI through its various letters vide letter nos. (i) AIACE/CENTRAL/2023/048 dt 24/7/2023, (ii) AIACE/CENTRAL/2023/034 dated 23/6/23 and (iii) AIACE/CENTRAL/2023/049 dt. 25/7/2023. (Copies enclosed in Annexures I, II & III)

It was requested for needful actions immediately to provide PERSONAL PAY (PP) to executives in order to resolve this issue latest by 30th September 2023.

It seems that the basic requirement of formation of a committee, to study and resolve the issues, has not yet started. This is to highlight the fact that, executives are in agitating mood and may be compelled to resort to agitational path including strike, in case the issue is not resolved.

In the light of above facts, it is requested to form Pay Conflict Resolution Committee at CIL and subsidiary level to examine and recommend measures to compensate executives to resolve the issue arising due to implementation of NCWA XI.

It is also requested for inclusion of members from AIACE whose in-depth studies may help CIL in arriving at an amicable solution efficiently.

Thanking You,

With regards,

(P. K. SINGH RATHOR)
Principal General Secretary

Cc

The Coal Secretary, Govt of India, New Delhi
The Secretary, DPE, New Delhi.
The CMD, SCCL, Singreni

Annexure-II

ALL INDIA ASSOCIATION OF COAL EXECUTIVES (AIACE)
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302, Block No. 4, Ram Krishna Enclave, Nutan Chowk, Sarkanda; Bilaspur (CG)
E-mail : centralaiace@gmail.com ; Ph. 9907434051

Ref No. AIACE/CENTRAL/2023 / 048 **Dated 24.7.2023**

To

The Chairman,

Coal India Limited,
Coal Bhawan,
Premise No-04 MAR, Plot No-AF-III, Action Area-1A,
Newtown, Rajarhat, Kolkata-700156

Sub:- Initiating action for providing PP to compensate executives to offset pay conflict arising due to implementation of NCWA XI

Dear Sir,

Kindly refer to our letter no. AIACE/CENTRAL/2023/034 dated 23/6/23 on the subject in which it was requested to start action for providing PP to compensate executives to offset pay conflict arising due to implementation of NCWA XI. (Vide Enclosure – I)

One month has passed and we believe that mgt might have initiated action on our request as per extant rule and procedure to resolve the issue.

It is brought to kind notice that executives are very much agitated over the issue and may resort to any action as decided in future if the issue is not resolved in time.

It is once again requested 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.

You may appreciate the fact that various guidelines in this regard have been compiled by DPE in the name GUIDELINES FOR ADMINISTRATIVE MINISTRIES/DEPARTMENTS AND CENTRAL PUBLIC SECTOR ENTERPRISES which can be accessed at https://dpe.gov.in/sites/default/files/DPE_Guidelines_2019.pdf

Thanking You,

(P. K. SINGH RATHOR)
Principal General Secretary

Cc

The Coal Secretary, Govt of India, New Delhi
The Secretary, DPE, New Delhi.

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

ALL INDIA ASSOCIATION OF COAL EXECUTIVES (AIACE)
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E-mail : centralaiace@gmail.com ; Ph. 9907434051

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.

Annexure-IV

ALL INDIA ASSOCIATION OF COAL EXECUTIVES (AIACE)
(Regd. Under the Trade Union Act, 1926; Regd. No. 546 / 2016)
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E-mail : centralaiace@gmail.com ; Ph. 9907434051

AIACE/CENTRAL/2021 / 049 ***Dated 25.7.2023***

To

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

Sub: Violation of DPE guideline resulting into Pay-Conflict between executives and that of staffs and workers after Wage Revision under NCWA XI in coal sector (CIL/SCCL) and request for direction to Coal ministry, Coal India and SCCL to resolve the issue

Dear Sir,

Anticipating apprehension of pay conflict between that of executives and employees of Coal India and Singreni Collieries after implementation of negotiated wage as agreed by management and trade unions, AIACE has been highlighting the issue from time to time to management, Minstry of Coal and DPE vide our letter nos. AIACE/CENTRAL/2023/ 012 dt 3-3-2023, AIACE/CENTRAL/2023/ 032 dt 21-6-2023 and AIACE/CENTRAL/2023/ 036 dt 27-6-2023.

The salary of executives working in CIL and SCCL was revised aa per recommendations of 3rd PRC and approved by the central govt. It was done for a period of 10 years wef 1/1/2017. But the wages of staffs and workers are fixed by JBCCI as per agreement between mgt and trade union which is called NCWA for 5 years.

For the coal sector, NCWA-XI has been implemented for 5 years w.e.f. 1/7/21 to 30/6/26. Vide letter No. 55011/3/2015-PRIW-I/Vol.IV dt. 22-6-2023, Ministry of Coal has confirmed about successfully concluding MoA for NCWA-XI and implementing wef June 23 for workmen in Coal India Ltd, SCCL and some private players (Copy enclosed in Annexure-I).

This implementation has created a huge pay conflict between that if executives and workers.

There exist DPE guidelines issued by DPE circular no. W-02/0015/2016-DPE (WC)-GL-XXIV/17 dt. 24-11-2017 which says that ***"To avoid conflict of pay scales of executives/non-unionised supervisors with that of workmen, CPSEs may consider adoption of graded DA neutralisation and/or graded fitment during the wage negotiations."***
(Copy enclosed in Annexure-II).

However, it is regretted that this wage negotiation has created a Pay-conflict with the pay scales of executives which can be addressed by providing PP (Personal Pay) component as suggested by DPE. (vide Annexure – III).

Some of the glaring examples of pay difference are given in Annexure-IV, in which 2 case studies are presented as below:

v) first case is Comparison Of Salary And Wage Of Subordinate Enginner & Foreman I/C,
vi) and second case is Comparison Of Salary And Wage Of Cost Accountant And Sr Officer (Finance)

From the above, it is clear that a non-executive staff is getting more wage than and executive. There are many other cases where daily rated workers are also getting more wage than executives. This has created an alarming situation and executives are very much demotivated and demoralized.

It is submitted that PF, leave encashment and other benefits are based on basic salary/wage and in case of more basic wage, these will also be affected.

So, firstly the salary of E1 grade executive be so upgraded that it becomes more than that of highest wage of non-executive staff/worker. When the salary of E1 level executive is increased, it will cross the salary of E2 level executive and so on.

So, the pay conflict needs to be resolved from E1 to E9 level starting from E1 grade.

In view of these facts, DPE is requested to intervene in the matter and issue necessary guidelines to coal companies for introducing pay protection of executives by way of allowing a PP (Personal Pay) component to executives.

We at AIACE hope that, our above request will be duly considered by DPE and it will issue appropriate direction to Coal Ministry, Coal India and Singareni Collieries Company to ensure that basic salary of Executives is made higher than the negotiated wages for non-executives.

Regards,

P. K. Singh Rathor
Principal General Secretary, AIACE

CC

1. Coal Secretary, Ministry of Coal, Govt of India, New Delhi.
2. Secretary, DOPT, Govt of India, New Delhi.
3. Secretary, Ministry of Finance, Govt of India, New Delhi.
4. Director General, SCOPE, New Delhi.
5. Chairman, CIL, Kolkata.
6. CMD, Singreni collieries Company Ltd, Kothagudem.
7. DT/DP/DF/DM, CIL, Kolkata.

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

Ref No. AIACE/CENTRAL/2023 / 076 **Dated 8.9.2023**

To

The Chairman,

Coal India Limited,

Coal Bhawan,

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

Newtown, Rajarhat, Kolkata-700156

Sub:- Request for facilitating meeting of AIACE representatives with chairman and members of Nomination and Remuneration committee on the issue of pay conflict of executives

Dear Sir,

AIACE has been drawing your kind attention regarding pay conflict between executives and wage board employees due to implementation of NCWA-XI through its various letters vide letter nos. (i) AIACE/CENTRAL/2023/048 dt 24/7/2023, (ii) AIACE/CENTRAL/2023/034 dated 23/6/2023, (iii) AIACE/CENTRAL/2023/049 dt. 25/7/2023 and (iv) AIACE/CENTRAL/2023/063 dated 16/8/2023.

It was requested for needful actions immediately to provide PERSONAL PAY (PP) to executives in order to resolve this issue latest by 30th September 2023. In view of this , our association has resolved to hold a demonstration before CIL, HQ, Kolkata and SCCL office, Hyderabad on 30th October, 2023 if actions are not initiated by before 30th September 2023.

Through this demonstration, we will highlight this pay conflict issue of working executives along with some other burning issues of retired executives viz pension and CPRMS.

In the light of above facts, it is requested for facilitating a meeting of AIACE representatives with Chairman and members of Nomination and Remuneration Committee, for explaining in details with case studies, the issue of pay conflict of executives and to impress upon them for a proper and speedy resolution.

Thanking You,

With regards,

(P. K. SINGH RATHOR)
Principal General Secretary

CC:

Coal Secretary, Govt of India, New Delhi.
Secretary, DPE, New Delhi.
CMD SCCL/ CMD, all subsidiaries of CIL.
DP/DT/DF/DM/DBD, CIL.
Chairman & Members, NRC, CIL.

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

Ref No. AIACE/CENTRAL/2023 / 093 **Dated 11.10.2023**

To

The Chairman,

Coal India Limited,

Coal Bhawan,

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

Newtown, Rajarhat, Kolkata-700156

Sub:- Resolution of pay conflict between executives and Non-executives after implementation of NCWA XI and inclusion of AIACE members in pay conflict resolution committee

Dear Sir,

It has been gathered that CIL management has formed a committee to suggest ways to resolve pay conflict arisen due to implementation of wage revision of non-executives as per NCWA-XI agreement.

AIACE had been drawing your kind attention and had given some suggestions vide letter nos. (i) AIACE/CENTRAL/2023/034 dated 23/6/23, (ii) AIACE/CENTRAL/2023/048 dt 24/7/2023, (iii) AIACE/CENTRAL/2023/049 dt. 25/7/2023 and AIACE/CENTRAL/063 dt. 16/8/2023 on how to solve the conflict and keep all the employees satisfied and motivated. (attached in Enclosures)

It is brought to your kind notice that the semi - qualified employees having diploma in engineering in Civil, Mechanical, Electrical, Electronics etc. branches were upgraded to E1 grade long back in the year 2010 and they are still in E1 grade who could not compete departmental examination conducted from time to time for promotion to executive grade after their upgradation. It is also a fact that many of them (in E 1 grade) opted out just after upgradation and they were reverted back to non-executive grade. Such Non-executive employees are much benefitted and they are drawing much more salary than their counterparts who are in E1 grade and also who got promotion after competing departmental exam and now working at E4/E5 level.

The pay slips of one A1 grade employee (Pawan Kumar Rai) and one E5 executive (Sutanu Dey) are enclosed here with to know what is what as pay conflict. Both of them joined as foreman in 1987 in the same period. (Payslips attached in Enclosures). By observing both the payslips for the month of September 2023, it is seen that Basic wage and Gross wage of A1 grade employee is respectively Rs 155253.53 and Rs 248714.04 respectively whereas, Basic Salary and Gross salary of E5 level executive is Rs 100100.00 and Rs 198650.15 respectively. Thus, it is seen that there is huge difference in monthly earnings as well as statutory contributions resulting into loss of terminal benefits also.

We invite reference to our letter no AIACE/CENTRAL/2020/66 dated 8/7/2020 regarding career growth of executives as well as promotion of employees into executive grade E1 and E2 on DPC basis after completion of certain years in the highest grade of wage board employees. We had also suggested to promote to E2 grade from non-executive employees after competing at limited departmental exam who can go up in the ladder on the basis of experience. By doing this, these employees will be motivated to exert more in their works in the fag end of their service life as most of them are in late 50's and will be retiring in coming 4-5 years. Afterwards, these E2 grade executives may be considered for direct promotion to E 3 grade after departmental examination.

We believe that, if our above proposal would have been considered and implemented earlier, this pay conflict would not have occurred.

The classification of E1 and E2 grade as Non-unionised supervisor may also be considered as they will remain in supervisory position. It may be recalled that the 3rd PRC mentions pay revision of board level, below board level and non-unionised supervisors.

As of now, there is no classification of non-unionised supervisor in CIL under PRC.

AIACE has been struggling for complete resolution of pay conflict and we will not accept any ad-hoc measure in this regard. We apprehend that the committee formed to resolve the pay conflict has limited scope of work and it's recommendation may not help in resolving the issue.
We have already given demonstration call on 30th October before CIL office, if the issues including pay conflict are not resolved.
In the light of above facts, it is requested to form Pay Conflict Resolution Committee at CIL and subsidiary level which should examine and recommend measures to compensate executives to resolve the pay-conflict issue on one to one basis. It is suggested that Pay conflict should be resolved fully on case to case basis and avoid ad-hoc measure.
It is also requested for inclusion of members from AIACE whose in-depth studies may help CIL in arriving at an amicable solution efficiently. Needless to emphasize the fact that these members, who are stalwart of yester years, had also faced and resolved such problems while they were in active service life of CIL and SCCL.
Hoping positive and the earliest action on our proposal.

With regards,

(P. K. SINGH RATHOR)
Principal General Secretary

Enclosure

1. All the letters mentioned

CC
Secy, MOC, New Delhi
Secy, DPE, New Delhi.
CMD, SCCL, Kothagudem
All CMDs of every subsidiary of CIL

Payslips for comparison

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!South Eastern Coalfields   !Employee Code :23680978        !Name :SHRI PAWAN KUMAR RAI   !Basic      :0.00              !Leave Encas:              !
!Area       :HASDEO         !Designation   :FOREMAN IN-CHARGE (E&M) !VDA Rate(Prev):11.80 !Bank A/c   :******6864        !Aadhar No. :********9595  !
!Unit       :RAJNAGAR OC    !Department    :E & M           !VDA Rate(Curr):13.60         !Emp. Type  :Monthly Rated Em!CMPF No.   :JBP/47/428    !
!Pay Area   :SECL - HASDEO  !Grade         :T&S GRADE A1    !UGA Code       :Non-UG       !Incr. Date :01.07.2024        !PAN No.    :******451F    !
!Month-Yr   :SEP-2023       !Bank          :CENTRAL BANK OF INDI !OT Code     :            !TS Rate    :62.50             !Union Name :              !
!LTC Date   :               !Bharat Bhraman:                !EL Due         :             !CL Due     :                  !SL/HPL Due :              !
!----------------------------------------------------------------------------------------------------------------------------------------------------!
!Month-Yr! ATTD ! Off Days ! EL ! CL ! SL ! HPL ! SPL ! CML ! Other ! ABS  ! UG   ! NS   ! LV  ! Chg ! Sunday ! Sunday ! Holi   ! Holi   ! OT   ! OT   ! Paid Days !
!        !      ! WO ! HO  !    !    !    !     !     !     !       ! Days ! Days ! Days ! Enc ! Hr  ! Single ! Double ! Single ! Double ! Paid ! Due  !           !
!----------------------------------------------------------------------------------------------------------------------------------------------------!
!Curr    ! 19   ! 4  !     ! 3  !    ! 2  !     !     !     ! 2     !      !      !      !     !     ! 2      !        !        !        ! 0    ! 0.00 ! 26        !
!Prev    !      !    !     !    !    !    !     !     !     !       !      !      !      !     !     !        !        !        ! 2      !      ! 0.00 ! 0.0       !
!----------------------------------------------------------------------------------------------------------------------------------------------------!
!<---------------- E A R N I N G S ------------------->!<--------------- D E D U C T I O N S --------------->!<---- F O R M 1 6 ---->!
!BASIC       :  155253.53       !                      !CMPF        :  23152.00      !                      ! Ann Reg Inc :1736962.37 !
!VDA         :   21114.48       !                      !CMPS        :  12346.00      !                      ! Ann Irr Inc : 988898.23 !
!SDA         :    2786.80       !                      !ELEC CHRG   :   1552.54      !                      ! Prev Inc    :      0.00 !
!TRNS.SUB.   :    1312.50       !                      !PROF TAX    :    208.00      !                      ! Annual Perk : 232347.32 !
!WEEK OFF    :   13781.14       !                      !INC TAX     :  44457.00      !                      ! Gross Sal   :2958207.92 !
!SPL  ALLW   :    6897.04       !                      !MANDIR DEDN:      35.00      !                      ! Exem U/S 10 :      0.00 !
!ATT BONUS   :   46576.05       !                      !MISC DEDU   :      2.00      !                      ! Total Sal   :2958208.00 !
!GAS CYLINDE:      992.50       !                      !                             !                      ! Aggrg Ded   :  50000.00 !
!                               !                      !                             !                      ! Ded S24 Int :      0.00 !
!                               !                      !                             !                      ! Aggrg Ch VI :      0.00 !
!                               !                      !                             !                      ! Total Inc   :2908210.00 !
!                               !                      !                             !                      ! Tax Payable : 572463.00 !
!                               !                      !                             !                      ! H/Edu Cess  :  22898.52 !
!                               !                      !                             !                      ! TaxDed SoFar:    474889 !
!----------------------------------------------------------------------------------------------------------------------------------------------------!
!Total Gross     :248714.04  !PF Gross      :192935.95    !Pension Gross    :            !Tax Gross   :248714.04  !Qtr. Bon Bas:     4!CPRMSNE GRS :             !
!Total Deduction :81752.54   !Yearly Gross  :2167705.05   !Yearly Tax Gross :2167705.05  !Yearly PF   :216358     !Qtr. Bon Day:      !Block St.Dt.  :01.01.2021 !
!Net Pay         :166961.50  !Yearly LIC    :             !Yearly Pension   :78754       !Yearly VPF  :           !Qtr. Bonus  :     4!Block En.Dt.  :31.12.2024 !
======================================================================================================================================================
Pay_point: 8N14M101 - 8N14M101 #
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!Bharat Coking Coal Ltd   !PIS No :90260373        Name :SUTANU DEY .       !Basic :100100.00     Bank      :STATE BANK OF INDIA PAN     :******896H   !
!Area   : LODNA           !Design.:MANAGER (EXCAVATION)                     !                     Bank A/C:*******2377         AADHAR  :********9484 !
!Unit   : NTST OCP        !Dept   :EXCAVATION                               !EmpTyp:Executives    CMPF A/C:JBP/47/441          Incr Dt:01.04.2024     !
!Py.Area: BCCL - LODNA    !Grade  :E-5           VDA-CURR: 39.20  VDA-PREV:39.20 !Mon-Yr:SEP-2023 LTC Block:                  Slip No: 1             !
!------------------------------------------------------------------------------------------------------------------!-------------------------------!
!OT Code   :              !Mon-Yr ATTD EL CL SL HPL SPL ABS OTH WO UG NS LV-ENCSH SUNS SUND HOLN HOLW OT.B OT.P OD CHOUR P.Days EL-BAL CL-BAL SL/HPL-BAL!
!UGA Code  :Non-UG        !Curr   22                        2   1                             0.00  0           30     !  132     7       211     !
!TS Rate   :         /    !Prev   3                     2-  1                                                   2.0    ! Loan:            Bond:   !
!------------------------------------------------------------------------------------------------------------------!-------------------------------!
!              Current   Adjustment!        Current   Adjustment!           Current   Adjustment!<------ F O R M 1 6 ------>
!<----------- E A R N I N G S ---------------->!<------------ D E D U C T I O N S ------------->! Gross Sal    :3004381.04 !
!BASIC       :  100100.00   6673.34!            !CMPF        :  16721.00   1115.00 !PROF TAX    :     208.00 ! Ded U/S 10   :  11389.00 !
!IDA         :   39239.20   2615.95!            !CMPS        :   9754.00           !INC TAX     :   32427.00 ! Ded U/S 16   :  50000.00 !
!PERKS       :   35035.00   2335.66!            !HRR         :              790.00- !MISC DEDU   :       2.00 ! Other Inc    :      0.00 !
!MEDNTAX ADJ:    12651.00          !            !BENV REC    :     50.00           !                        ! Ded CH-VI    :      0.00 !
!                                  !            !ITAX_ADJHPK:    1948.00-           !                        ! Taxable Inc  :2942992.00 !
!                                  !            !CLUB DEDN   :    300.00            !                        ! Total Tax    : 606214.00 !
!                                  !            !CMOAI       :    100.00            !                        ! Relief       :      0.00 !
!Total Earn:198650.15   Total Dedn:57939.00   Net payment:140711.15   Tax Gross:174374.20                      ! Tax deductio:     444081 !
================================ MISC dedn includes ( Relief Fund, School bus, Farewell fund and GIC ) ====== PF Gross:148628.20 ! Balance tax  : 162133.00 !
Pay_point: J10-6666 - North Tisra 6666 #
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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

Ref No. AIACE/CENTRAL/2023 / 063 **Dated 16.8.2023**

To

The Chairman,

Coal India Limited,

Coal Bhawan,

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

Newtown, Rajarhat, Kolkata-700156

Sub:- Formation of Pay Conflict Resolution Committee at CIL and subsidiary level to examine and recommend measures to compensate executives to offset pay conflict arising due to implementation of NCWA-XI

Dear Sir,

AIACE has been drawing your kind attention regarding pay conflict between executives and wage board employees due to implementation of NCWA-XI through its various letters vide letter nos. (i) AIACE/CENTRAL/2023/048 dt 24/7/2023, (ii) AIACE/CENTRAL/2023/034 dated 23/6/23 and (iii) AIACE/CENTRAL/2023/049 dt. 25/7/2023. (Copies enclosed in Annexures I, II & III)

It was requested for needful actions immediately to provide PERSONAL PAY (PP) to executives in order to resolve this issue latest by 30th September 2023.

It seems that the basic requirement of formation of a committee, to study and resolve the issues, has not yet started. This is to highlight the fact that, executives are in agitating mood and may be compelled to resort to agitational path including strike, in case the issue is not resolved.

In the light of above facts, it is requested to form Pay Conflict Resolution Committee at CIL and subsidiary level to examine and recommend measures to compensate executives to resolve the issue arising due to implementation of NCWA XI.

It is also requested for inclusion of members from AIACE whose in-depth studies may help CIL in arriving at an amicable solution efficiently.

Thanking You,

With regards,

(P. K. SINGH RATHOR)
Principal General Secretary

Cc

The Coal Secretary, Govt of India, New Delhi
The Secretary, DPE, New Delhi.
The CMD, SCCL, Singreni

ALL INDIA ASSOCIATION OF COAL EXECUTIVES (AIACE)
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E-mail : centralaiace@gmail.com ; Ph. 9907434051

Ref No. AIACE/CENTRAL/2023 / 048 **Dated 24.7.2023**

To

The Chairman,

Coal India Limited,

Coal Bhawan,

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

Newtown, Rajarhat, Kolkata-700156

Sub:- Initiating action for providing PP to compensate executives to offset pay conflict arising due to implementation of NCWA XI

Dear Sir,

Kindly refer to our letter no. AIACE/CENTRAL/2023/034 dated 23/6/23 on the subject in which it was requested to start action for providing PP to compensate executives to offset pay conflict arising due to implementation of NCWA XI. (Vide Enclosure – I)

One month has passed and we believe that mgt might have initiated action on our request as per extant rule and procedure to resolve the issue.

It is brought to kind notice that executives are very much agitated over the issue and may resort to any action as decided in future if the issue is not resolved in time.

It is once again requested 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.

You may appreciate the fact that various guidelines in this regard have been compiled by DPE in the name GUIDELINES FOR ADMINISTRATIVE MINISTRIES/DEPARTMENTS AND CENTRAL PUBLIC SECTOR ENTERPRISES which can be accessed at https://dpe.gov.in/sites/default/files/DPE_Guidelines_2019.pdf

Thanking You,

(P. K. SINGH RATHOR)
Principal General Secretary

Cc

The Coal Secretary, Govt of India, New Delhi
The Secretary, DPE, New Delhi.

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

ALL INDIA ASSOCIATION OF COAL EXECUTIVES (AIACE)
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E-mail : centralaiace@gmail.com ; Ph. 9907434051

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.

ALL INDIA ASSOCIATION OF COAL EXECUTIVES (AIACE)
(Regd. Under the Trade Union Act, 1926; Regd. No. 546 / 2016)
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E-mail : centralaiace@gmail.com ; Ph. 9907434051

AIACE/CENTRAL/2021 / 049 ***Dated 25.7.2023***

To

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

Sub: Violation of DPE guideline resulting into Pay-Conflict between executives and that of staffs and workers after Wage Revision under NCWA XI in coal sector (CIL/SCCL) and request for direction to Coal ministry, Coal India and SCCL to resolve the issue

Dear Sir,

Anticipating apprehension of pay conflict between that of executives and employees of Coal India and Singreni Collieries after implementation of negotiated wage as agreed by management and trade unions, AIACE has been highlighting the issue from time to time to management, Minstry of Coal and DPE vide our letter nos. AIACE/CENTRAL/2023/ 012 dt 3-3-2023, AIACE/CENTRAL/2023/ 032 dt 21-6-2023 and AIACE/CENTRAL/2023/ 036 dt 27-6-2023.

The salary of executives working in CIL and SCCL was revised aa per recommendations of 3rd PRC and approved by the central govt. It was done for a period of 10 years wef 1/1/2017. But the wages of staffs and workers are fixed by JBCCI as per agreement between mgt and trade union which is called NCWA for 5 years.

For the coal sector, NCWA-XI has been implemented for 5 years w.e.f. 1/7/21 to 30/6/26. Vide letter No. 55011/3/2015-PRIW-I/Vol.IV dt. 22-6-2023, Ministry of Coal has confirmed about successfully concluding MoA for NCWA-XI and implementing wef June 23 for workmen in Coal India Ltd, SCCL and some private players (Copy enclosed in Annexure-I).

This implementation has created a huge pay conflict between that if executives and workers.

There exist DPE guidelines issued by DPE circular no. W-02/0015/2016-DPE (WC)-GL-XXIV/17 dt. 24-11-2017 which says that ***"To avoid conflict of pay scales of executives/non-unionised supervisors with that of workmen, CPSEs may consider adoption of graded DA neutralisation and/or graded fitment during the wage negotiations."***
(Copy enclosed in Annexure-II).

However, it is regretted that this wage negotiation has created a Pay-conflict with the pay scales of executives which can be addressed by providing PP (Personal Pay) component as suggested by DPE. (vide Annexure – III).

Some of the glaring examples of pay difference are given in Annexure-IV, in which 2 case studies are presented as below:

vii) first case is Comparison Of Salary And Wage Of Subordinate Enginner & Foreman I/C,
viii) and second case is Comparison Of Salary And Wage Of Cost Accountant And Sr Officer (Finance)

From the above, it is clear that a non-executive staff is getting more wage than and executive. There are many other cases where daily rated workers are also getting more wage than executives. This has created an alarming situation and executives are very much demotivated and demoralized.

It is submitted that PF, leave encashment and other benefits are based on basic salary/wage and in case of more basic wage, these will also be affected.

So, firstly the salary of E1 grade executive be so upgraded that it becomes more than that of highest wage of non-executive staff/worker. When the salary of E1 level executive is increased, it will cross the salary of E2 level executive and so on.

So, the pay conflict needs to be resolved from E1 to E9 level starting from E1 grade.

In view of these facts, DPE is requested to intervene in the matter and issue necessary guidelines to coal companies for introducing pay protection of executives by way of allowing a PP (Personal Pay) component to executives.

We at AIACE hope that, our above request will be duly considered by DPE and it will issue appropriate direction to Coal Ministry, Coal India and Singareni Collieries Company to ensure that basic salary of Executives is made higher than the negotiated wages for non-executives.

Regards,

P. K. Singh Rathor
Principal General Secretary, AIACE

CC

1. Coal Secretary, Ministry of Coal, Govt of India, New Delhi.
2. Secretary, DOPT, Govt of India, New Delhi.
3. Secretary, Ministry of Finance, Govt of India, New Delhi.
4. Director General, SCOPE, New Delhi.
5. Chairman, CIL, Kolkata.
6. CMD, Singreni collieries Company Ltd, Kothagudem.
7. DT/DP/DF/DM, CIL, Kolkata.

ALL INDIA ASSOCIATION OF COAL EXECUTIVES (AIACE)
(Regd. under The Trade Union Act 1926; Regd. No. 546 / 2016)
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Email: centralaiace@gmail.com; Ph. 9907434051

Ref No. ***AIACE/CENTRAL/2020 / 066*** ***Dated 8.7.2020***

To
The Chairman
Coal India Limited,
Coal Bhawan, Premise No-04 MAR, Plot No-AF-III, Action Area-1A,
Newtown, Rajarhat, Kolkata-700156

Sub:-- Career Growth of Executives in CIL
Dear Sir,

It may be appreciated that an individual who engages in the same set of duties for a long duration might not end up happy with his/her work life. To feel valued and noticed for their efforts, employees seek promotions as a form of incentive to stay in the company. In today's fast-paced world, if employees don't sense any appreciation for their work, they are de-motivated and productivity is reduced.

As a general rule, it is best to keep the interval between promotions short of the average tenure of the employee. While it may not be possible for each staff to be promoted at the same pace, employees should at least be given a chance to explore other roles within the organization. When employees feel that they can apply their skills in distinct spheres of work, they tend to feel a higher sense of job satisfaction.

In the light of above, CIL should revisit promotion policies and also ensure that every employee is aware of these so that their expectations are kept in check. We may be permitted to suggest 3 major reforms which will infuse motivational impact among the executives of Coal India Ltd.

1. Re designation of grade as follow except medical discipline

E1- Sub-ordinate Manager
E2- Junior Manager/Management Trainee
E3- Assistant Manager
E4- Deputy Manager
E5- Manager
E6- Asst General Manager
E7- Deputy General Manager
E8- General Manager
E9- Executive Director.

For medical discipline, the designations may be as below:

E3- Assistant Medical Superintendent
E4- Deputy Medical Superintendent
E5- Medical Superintendent
E6- Dy Chief Medical Superintendent
E7- Chief Medical Superintendent
E8- Chief of Medical Services
E9- Executive Director(Medical)

2. Clubbing of disciplines for purpose of promotion from E5 to E6 onward based on competency as below:

Clubbing of disciplines for purpose promotion
Operation :-- Mining,Excavation,E&M,Survey,Civil
Commercial :-- Finance,Sales & Marketing, Material Mgt.
General Services :-- Personnel, Legal, Industrial Engg,ED, Security, Medical ,Secretarial, Community development and others.
Technical services :-- Geology, Drilling ,Environment and others.

3. Hierarchy , grade wise % of executive manpower and promotional avenues purely on vacancy basis.

E1 20%(By promotion from non-executives diploma holders in engg, Inter ICWA/CA/CS and others) after serving at least 15 years in non-executive grade)

E2 17 %(7 % by promotion from E1 grade after serving at least 10 years in E1 grade, 5% by promotion from E1 after clearing departmental exam and 5% through direct recruitment as Management Trainee)

E3 15%(5% by promotion from E2 grade(diploma holders) having minimum 5 years experience in E2 grade, 5% by promotion from E2 who were promoted after clearing departmental exam and 5% from E2 who joined through direct recruitment as Management Trainee)

E4 15% from E3 grade (direct recruitees/those who were promoted through departmental exam) after completion of 5 years in E3

E5 15% and promotion from E4 grade after completion of 5 years in E4

E6 10% and promotion from E5 grade after completion of 5 years in E5

E7 6% and promotion from E5 grade after completion of 5 years in E6

E8 1.5 % and promotion from E7 grade after completion of 5 years in E7

E9 0.5 % and promotion from E8 grade after completion of 1 year in E8

Only E1 level executives be made eligible for departmental exam and non-others for promotion to E2 grade and for promotion in E1 grade minimumn experince in the company should be 15 years.

The ratio of executives comes as shown below:

E9:E8 1:3
E8:E7 1:4
E7:E6 1:1.66
E6:E5 1:1.5
E5:E4 1:1
E4:E3 1:1
E3:E2 1:1.13
E2:E1 1:1.18

It is submitted that the above proposal, if implemented, will be able to arrest frustration among executives/non-executive employees regarding career growth. It will also create promotion avenue for semi-qualified employees (diploma holders in Engg and inter CA/ICWA/CS and others) up to E3 grade on the experience basis. As of now, the career of such employees is blocked which has created acute frustration and demoralisation in them.

In the light of above facts, AIACE demands to give a favorable look on the proposal for deliberation, approval and implementation.

Thanking You,

Yours Sincerely,

(P.K.SINGH RATHOR)
Principal General Secretary
All India Association of Coal Executives (AIACE)

ALL INDIA ASSOCIATION OF COAL EXECUTIVES (AIACE)
(Regd. Under the Trade Union Act, 1926; Regd. No. 546 / 2016)
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E-mail : centralaiace@gmail.com ; Ph. 9907434051

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" 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
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. **Rview & 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

ALL INDIA ASSOCIATION OF COAL EXECUTIVES (AIACE)
(Regd. Under the Trade Union Act, 1926; Regd. No. 546 / 2016)
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E-mail : centralaiace@gmail.com ; Ph. 9907434051

Ref No. AIACE/CENTRAL/2023 / 117 **Dated 20.12.2023**

To

The Chairman,

Coal India Limited,

Coal Bhawan,

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

Newtown, Rajarhat, Kolkata-700156

Sub:- Resolution of pay conflict between executives and Non-executives after implementation of NCWA XI on the recommemdation of High Level committee constituted vide office order no. CIL:D(P&IR):0005:34:108 dt 4th October 2023

Dear Sir,

AIACE had been drawing attention of the management of CIL/SCCL, coal ministry and Deptt of Public Enterprises regarding pay conflict between executive and non -executive employees after implementation of NCWA XI.

It had also given some suggestions vide letter nos. (i) AIACE/CENTRAL/2023/034 dated 23/6/23, (ii) AIACE/CENTRAL/2023/048 dt 24/7/2023, (iii) AIACE/CENTRAL/2023/049 dt. 25/7/2023, (iv) AIACE/CENTRAL/063 dt. 16/8/2023 and (v) AIACE/CENTRAL/093 dt. 11/10/2023 on how to solve the conflict and keep all the employees satisfied and motivated. (attached in Enclosures).

It is appreciated that, CIL management had formed a committee, vide Office Order no. CIL:D(P&IR):0005:34:108 dt 4th October 2023, to suggest ways to resolve pay conflict arisen due to implementation of wage revision of non-executives as per NCWA-XI agreement. (Vide copy enclosed in Annexure-I).

It is understood that the said committee might have submitted its recommendations to the management within stipulated time period. Our association believes that the management may be in action for implementing the same. But, no progress is visible for resolving the issue for which it was formed.

The association demands that before taking final decision on the modality to resolve the pay conflict, the view of AIACE must be taken into account by having proper consultation with its representatives. It also demands that proper office memorandum be issued before 31/12/23 for resolving the conflict.

We are constrained to state that AIACE has taken decision to organize demonstration before CIL/SCCL Corporate offices on 22nd Jan, 2024 for which separate notice will be served in case our different demands are not fulfilled.

Hoping positive and the earliest action in this regard.

With regards,

(P. K. SINGH RATHOR)
Principal General Secretary

Enclosures

All the letters mentioned above

CC

Secy, MOC, New Delhi

Secy, DPE, New Delhi.

CMD, SCCL, Kothagudem

All CMDs of every subsidiary of CIL

कोल इण्डिया लिमिटेड
(महारत्न कंपनी)
(भारत सरकार का उपक्रम)
कोल भवन
प्रेमाइज़ न. 04, एमएआर प्लॉट न. ए एफ़-III
एक्शन एरिया 1ए-, न्यू टाउन, राजारहट
कोलकाता 700156 (पश्चिम बंगाल)
दूरभाष सं :033 2324 6666/2324 8888
वैबसाइट : 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 6666 / 2324 8888
Website: www.coalindia.in

Ref. No.: CIL:D(P&IR):005:34:106 **Dt.**: 04th Oct, 2023

ORDER

A High Level Experts Committee, consisting of following retired Board level officials of CIL is hereby constituted for a holistic examination of emergent pay-scale related issues of Coal India Limited and recommend possible solutions for its resolution:

i. Shri R.R. Mishra, ex-Chairman-cum-Managing Director, Western Coalfields Ltd.
ii. Shri. R.N. Dubey, ex-Director (Finance), Northern Coalfields Ltd.
iii. Shri. P.V.K.R.M. Rao, ex-Director (Personnel), Bharat Coking Coal Ltd.

Further, Board Level Executives of Subsidiary Companies of CIL will be nominated separately to attend the meetings of the above High Level Experts Committee as invitee members, to provide relevant inputs to the committee:

Shri Rajesh V Nair, Dy. GM(P)/ HOD (Policy Cell), CIL will function as the coordinator and the point of contact for the above committee.

Scope of work of the High Level Committee:

a. Examine relevant DPE guidelines, Court Judgement dt. 29.08.2023 given in W.P. No.14830 of 2023 and all related aspects of complex situation related to pay-scales.
b. Suggest feasible solutions for the issues involved.
c. Revision of grade-wise executive designations nomenclature.

Terms & Conditions for engagement of above Committee members:

i. The committee will be required to submit their report in respect of points (a) & (b) of above mentioned scope of work within two-weeks.
ii. The Committee will be required to submit report on point (c) of the above mentioned scope of work within one month.
iii. The report of the committee containing recommendations shall be submitted to Director (P&IR), CIL within the above specified period.
iv. The total tenure of the committee for the completion of the above work will be one month, extendable by maximum one more week, if required, with the approval of Chairman, CIL.
v. The committee members (ex-CMD/ex-Directors) will be paid Rs. 1,50,000/- (Rupees One lakh fifty thousand only) per person as a fixed amount, for execution of the above work.
vi. Payment of Rs. 1,20,000/- ((Rupees One lakh twenty thousand only) shall be made on completion of one month and the balance amount will be paid after acceptance of the report by CIL, HQ. The paying authority will be General Manager (Finance), CIL. vii. Incidental expenditure incurred on travelling & accommodation will be borne by CIL. viii. CIL New Delhi Office will provide required secretarial support. All relevant details required by the committee shall be made available by Policy Cell, CIL in co-ordination with Industrial Relations Division, CIL.

First meeting of the committee will be held on 07th Oct 2023 at CIL New Delhi Office, NBCC complex, opposite AllMS, Kidwai Nagar at 11:30 AM.

ourse.

Vinay Ranjan)

Director (P&IR)

Subsequent meetings of the committee will be notified and intimated in due co se.

<u>Distribution</u>:

1. Chairman, Coal India Ltd.
2. Shri R.R. Mishra, ex-Chairman-cum-Managing Director, Western Coalfields Ltd.
3. Shri. R.N. Dubey, ex-Director (Finance), Northern Coalfields Ltd.
4. Shri. P.V.K.R.M. Rao, ex-Director (Personnel), Bharat Coking Coal Ltd.
5. General Manager (MP&IR), CIL HQ
6. HoD (Policy), CIL HQ

ALL INDIA ASSOCIATION OF COAL EXECUTIVES (AIACE)
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E-mail : centralaiace@gmail.com ; Ph. 9907434051

Ref No. AIACE/CENTRAL/2023 / 093 **Dated 11.10.2023**

To

The Chairman,

Coal India Limited,

Coal Bhawan,

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

Newtown, Rajarhat, Kolkata-700156

Sub:- Resolution of pay conflict between executives and Non-executives after implementation of NCWA XI and inclusion of AIACE members in pay conflict resolution committee

Dear Sir,

It has been gathered that CIL management has formed a committee to suggest ways to resolve pay conflict arisen due to implementation of wage revision of non-executives as per NCWA-XI agreement.

AIACE had been drawing your kind attention and had given some suggestions vide letter nos. (i) AIACE/CENTRAL/2023/034 dated 23/6/23, (ii) AIACE/CENTRAL/2023/048 dt 24/7/2023, (iii) AIACE/CENTRAL/2023/049 dt. 25/7/2023 and AIACE/CENTRAL/063 dt. 16/8/2023 on how to solve the conflict and keep all the employees satisfied and motivated. (attached in Enclosures)

It is brought to your kind notice that the semi - qualified employees having diploma in engineering in Civil, Mechanical, Electrical, Electronics etc. branches were upgraded to E1 grade long back in the year 2010 and they are still in E1 grade who could not compete departmental examination conducted from time to time for promotion to executive grade after their upgradation. It is also a fact that many of them (in E 1 grade) opted out just after upgradation and they were reverted back to non-executive grade. Such Non-executive employees are much benefitted and they are drawing much more salary than their counterparts who are in E1 grade and also who got promotion after competing departmental exam and now working at E4/E5 level.

The pay slips of one A1 grade employee (Pawan Kumar Rai) and one E5 executive (Sutanu Dey) are enclosed here with to know what is what as pay conflict. Both of them joined as foreman in 1987 in the same period. (Payslips attached in Enclosures). By observing both the payslips for the month of September 2023, it is seen that Basic wage and Gross wage of A1 grade employee is respectively Rs 155253.53 and Rs 248714.04 respectively whereas, Basic Salary and Gross salary of E5 level executive is Rs 100100.00 and Rs 198650.15 respectively. Thus, it is seen that there is huge difference in monthly earnings as well as statutory contributions resulting into loss of terminal benefits also.

We invite reference to our letter no AIACE/CENTRAL/2020/66 dated 8/7/2020 regarding career growth of executives as well as promotion of employees into executive grade E1 and E2 on DPC basis after completion of certain years in the highest grade of wage board employees. We had also suggested to promote to E2 grade from non-executive employees after competing at limited departmental exam who can go up in the ladder on the basis of experience. By doing this, these employees will be motivated to exert more in their works in the fag end of their service life as most of them are in late 50's and will be retiring in coming 4-5 years. Afterwards, these E2 grade executives may be considered for direct promotion to E 3 grade after departmental examination.

We believe that, if our above proposal would have been considered and implemented earlier, this pay conflict would not have occurred.

The classification of E1 and E2 grade as Non-unionised supervisor may also be considered as they will remain in supervisory position. It may be recalled that the 3rd PRC mentions pay revision of board level, below board level and non-unionised supervisors.

As of now, there is no classification of non-unionised supervisor in CIL under PRC.

AIACE has been struggling for complete resolution of pay conflict and we will not accept any ad-hoc measure in this regard. We apprehend that the committee formed to resolve the pay conflict has limited scope of work and it's recommendation may not help in resolving the issue.
We have already given demonstration call on 30th October before CIL office, if the issues including pay conflict are not resolved.
In the light of above facts, it is requested to form Pay Conflict Resolution Committee at CIL and subsidiary level which should examine and recommend measures to compensate executives to resolve the pay-conflict issue on one to one basis. It is suggested that Pay conflict should be resolved fully on case to case basis and avoid ad-hoc measure.
It is also requested for inclusion of members from AIACE whose in-depth studies may help CIL in arriving at an amicable solution efficiently. Needless to emphasize the fact that these members, who are stalwart of yester years, had also faced and resolved such problems while they were in active service life of CIL and SCCL.
Hoping positive and the earliest action on our proposal.

With regards,

(P. K. SINGH RATHOR)
Principal General Secretary

Enclosure

1. All the letters mentioned

CC
Secy, MOC, New Delhi
Secy, DPE, New Delhi.
CMD, SCCL, Kothagudem
All CMDs of every subsidiary of CIL

Payslips for comparison

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-------------------------------------------------------------------------------------------------------------------------------------------------
!South Eastern Coalfields   !Employee Code :23680978             !Name :SHRI PAWAN KUMAR RAI        !Basic       :0.00                !Leave Encas:               !
!Area      :HASDEO          !Designation   :FOREMAN IN-CHARGE (E&M) !VDA Rate(Prev):11.80       !Bank A/c    :******6864          !Aadhar No. :********9595   !
!Unit      :RAJNAGAR OC     !Department    :E & M                !VDA Rate(Curr):13.60          !Emp. Type   :Monthly Rated Em!CMPF No.    :JBP/47/428     !
!Pay Area  :SECL - HASDEO   !Grade         :T&S GRADE A1         !UGA Code      :Non-UG         !Incr. Date  :01.07.2024          !PAN No.    :******451F     !
!Month-Yr  :SEP-2023        !Bank          :CENTRAL BANK OF INDI !OT Code       :               !TS Rate     :62.50               !Union Name :               !
!LTC Date  :                !Bharat Bhraman:                     !EL Due        :               !CL Due      :                    !SL/HPL Due :               !
!-----------------------------------------------------------------------------------------------------------------------------------------------!
!Month-Yr! ATTD ! Off Days ! EL ! CL ! SL ! HPL ! SPL ! CML ! Other ! ABS  ! UG   ! NS   ! LV  ! Chg ! Sunday ! Sunday ! Holi   ! Holi   ! OT   ! OT   ! Paid Days !
!        !      ! WO ! HO  !    !    !    !     !     !     !       ! Days ! Days ! Days ! Enc ! Hr  ! Single ! Double ! Single ! Double ! Paid ! Due  !           !
!-----------------------------------------------------------------------------------------------------------------------------------------------!
!Curr    ! 19   ! 4  !     ! 3  !    ! 2  !     !     !     ! 2     !      !      !      !     !     ! 2      !        !        !        ! 0    ! 0.00 ! 26        !
!Prev    !      !    !     !    !    !    !     !     !     !       !      !      !      !     !     !        !        !        ! 2      !      ! 0.00 ! 0.0       !
!-----------------------------------------------------------------------------------------------------------------------------------------------!
!<----------- E A R N I N G S ------------------->!<------------------ D E D U C T I O N S ------------------------->!<---- F O R M 1 6 ---->!
!BASIC       :  155253.53    !                    !CMPF        :   23152.00         !                              ! Ann Reg Inc :1736962.37 !
!VDA         :   21114.48    !                    !CMPS        :   12346.00         !                              ! Ann Irr Inc : 988898.23 !
!SDA         :    2786.80    !                    !ELEC CHRG   :    1552.54         !                              ! Prev Inc    :      0.00 !
!TRNS.SUB.   :    1312.50    !                    !PROF TAX    :     208.00         !                              ! Annual Perk : 232347.32 !
!WEEK OFF    :   13781.14    !                    !INC TAX     :   44457.00         !                              ! Gross Sal   :2958207.92 !
!SPL  ALLW   :    6897.04    !                    !MANDIR DEDN:       35.00         !                              ! Exem U/S 10 :      0.00 !
!ATT BONUS   :   46576.05    !                    !MISC DEDU   :       2.00         !                              ! Total Sal   :2958208.00 !
!GAS CYLINDE:       992.50    !                    !                                 !                              ! Aggrg Ded   :  50000.00 !
!                            !                    !                                 !                              ! Ded S24 Int :      0.00 !
!                            !                    !                                 !                              ! Aggrg Ch VI :      0.00 !
!                            !                    !                                 !                              ! Total Inc   :2908210.00 !
!                            !                    !                                 !                              ! Tax Payable : 572463.00 !
!                            !                    !                                 !                              ! H/Edu Cess  :  22898.52 !
!                            !                    !                                 !                              ! TaxDed SoFar:    474889 !
!-----------------------------------------------------------------------------------------------------------------------------------------------!
!Total Gross      :248714.04 !PF Gross     :192935.95   !Pension Gross     :            !Tax Gross   :248714.04 !Qtr. Bon Bas:     4!CPRMSNE GRS :             !
!Total Deduction  :81752.54  !Yearly Gross :2167705.05  !Yearly Tax Gross :2167705.05 !Yearly PF   :216358    !Qtr. Bon Day:      !Block St.Dt.  :01.01.2021 !
!Net Pay          :166961.50 !Yearly LIC   :            !Yearly Pension   :78754       !Yearly VPF  :          !Qtr. Bonus  :     4!Block En.Dt.  :31.12.2024 !
=================================================================================================================================================
Pay_point: 8N14M101 - 8N14M101 #
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=================================================================================================================================================
!Bharat Coking Coal Ltd   !PIS No :90260373        Name :SUTANU DEY .          !Basic :100100.00     Bank      :STATE BANK OF INDIA PAN     :******896H  !
!Area   : LODNA           !Design.:MANAGER (EXCAVATION)                         !                     Bank A/C:*******2377        AADHAR  :********9484 !
!Unit   : NTST OCP        !Dept   :EXCAVATION                                   !EmpTyp:Executives    CMPF A/C:JBP/47/441         Incr Dt:01.04.2024   !
!Py.Area: BCCL - LODNA    !Grade  :E-5             VDA-CURR: 39.20  VDA-PREV:39.20 !Mon-Yr:SEP-2023    LTC Block:                  Slip No: 1           !
!-------------------------!----------------------------------------------------------------------------------------------------------!------------------------!
!OT Code   :              !Mon-Yr ATTD EL CL SL HPL SPL ABS OTH WO UG NS LV-ENCSH SUNS SUND HOLN HOLW OT.B OT.P OD CHOUR P.Days ! EL-BAL CL-BAL SL/HPL-BAL!
!UGA Code  :Non-UG        !Curr   22                        2   1                                    0.00  0             30   ! 132    7      211        !
!TS Rate   :          /   !Prev   3                     2-  1                                                            2.0  ! Loan:         Bond:      !
!-------------------------!----------------------------------------------------------------------------------------------------------!------------------------!
!             Current   Adjustment!                 Current   Adjustment!                   Current   Adjustment!         !<------- F O R M 1 6 ------->
!<-------------------- E A R N I N G S ------------------>!<------------------ D E D U C T I O N S -------------------->! Gross Sal    :3004381.04 !
!BASIC      :  100100.00    6673.34!                     !CMPF        :  16721.00   1115.00 !PROF TAX  :     208.00    ! Ded U/S 10   :  11389.00 !
!IDA        :   39239.20    2615.95!                     !CMPS        :   9754.00           !INC TAX   :   32427.00    ! Ded U/S 16   :  50000.00 !
!PERKS      :   35035.00    2335.66!                     !HRR         :              790.00- !MISC DEDU :       2.00    ! Other Inc    :      0.00 !
!MEDNTAX ADJ:   12651.00           !                     !BENV REC    :      50.00           !                         ! Ded CH-VI    :      0.00 !
!                                  !                     !ITAX_ADJHPK:     1948.00-          !                         ! Taxable Inc  :2942992.00 !
!                                  !                     !CLUB DEDN   :     300.00           !                         ! Total Tax    : 606214.00 !
!                                  !                     !CMOAI       :     100.00           !                         ! Relief       :      0.00 !
!Total Earn:198650.15   Total Dedn:57939.00   Net payment:140711.15   Tax Gross:174374.20     PF Gross:148628.20         ! Tax deductio:    444081 !
=============================== MISC dedn includes ( Relief Fund, School bus, Farewell fund and GIC ) ===================! Balance tax  : 162133.00 !
Pay_point: J10-6666 - North Tisra 6666 #
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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

Ref No. AIACE/CENTRAL/2023 / 063 **Dated 16.8.2023**

To
The Chairman,
Coal India Limited,
Coal Bhawan,
Premise No-04 MAR, Plot No-AF-III, Action Area-1A,
Newtown, Rajarhat, Kolkata-700156

Sub:- Formation of Pay Conflict Resolution Committee at CIL and subsidiary level to examine and recommend measures to compensate executives to offset pay conflict arising due to implementation of NCWA-XI

Dear Sir,
AIACE has been drawing your kind attention regarding pay conflict between executives and wage board employees due to implementation of NCWA-XI through its various letters vide letter nos. (i) AIACE/CENTRAL/2023/048 dt 24/7/2023, (ii) AIACE/CENTRAL/2023/034 dated 23/6/23 and (iii) AIACE/CENTRAL/2023/049 dt. 25/7/2023. (Copies enclosed in Annexures I, II & III)
It was requested for needful actions immediately to provide PERSONAL PAY (PP) to executives in order to resolve this issue latest by 30th September 2023.
It seems that the basic requirement of formation of a committee, to study and resolve the issues, has not yet started. This is to highlight the fact that, executives are in agitating mood and may be compelled to resort to agitational path including strike, in case the issue is not resolved.
In the light of above facts, it is requested to form Pay Conflict Resolution Committee at CIL and subsidiary level to examine and recommend measures to compensate executives to resolve the issue arising due to implementation of NCWA XI.
It is also requested for inclusion of members from AIACE whose in-depth studies may help CIL in arriving at an amicable solution efficiently.

Thanking You,

With regards,

(P. K. SINGH RATHOR)
Principal General Secretary

Cc

The Coal Secretary, Govt of India, New Delhi
The Secretary, DPE, New Delhi.
The CMD, SCCL, Singreni

Annexure-I

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

Ref No. AIACE/CENTRAL/2023 / 048 **Dated 24.7.2023**

To

The Chairman,

Coal India Limited,

Coal Bhawan,

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

Newtown, Rajarhat, Kolkata-700156

Sub:- Initiating action for providing PP to compensate executives to offset pay conflict arising due to implementation of NCWA XI

Dear Sir,

Kindly refer to our letter no. AIACE/CENTRAL/2023/034 dated 23/6/23 on the subject in which it was requested to start action for providing PP to compensate executives to offset pay conflict arising due to implementation of NCWA XI. (Vide Enclosure – I)

One month has passed and we believe that mgt might have initiated action on our request as per extant rule and procedure to resolve the issue.

It is brought to kind notice that executives are very much agitated over the issue and may resort to any action as decided in future if the issue is not resolved in time.

It is once again requested 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.

You may appreciate the fact that various guidelines in this regard have been compiled by DPE in the name GUIDELINES FOR ADMINISTRATIVE MINISTRIES/DEPARTMENTS AND CENTRAL PUBLIC SECTOR ENTERPRISES which can be accessed at https://dpe.gov.in/sites/default/files/DPE_Guidelines_2019.pdf

Thanking You,

(P. K. SINGH RATHOR)
Principal General Secretary

Cc

The Coal Secretary, Govt of India, New Delhi
The Secretary, DPE, New Delhi.

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

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

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.

Annexure-III

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/2021 / 049 *Dated 25.7.2023*

To

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

Sub: Violation of DPE guideline resulting into Pay-Conflict between executives and that of staffs and workers after Wage Revision under NCWA XI in coal sector (CIL/SCCL) and request for direction to Coal ministry, Coal India and SCCL to resolve the issue

Dear Sir,

Anticipating apprehension of pay conflict between that of executives and employees of Coal India and Singreni Collieries after implementation of negotiated wage as agreed by management and trade unions, AIACE has been highlighting the issue from time to time to management, Minstry of Coal and DPE vide our letter nos. AIACE/CENTRAL/2023/ 012 dt 3-3-2023, AIACE/CENTRAL/2023/ 032 dt 21-6-2023 and AIACE/CENTRAL/2023/ 036 dt 27-6-2023.

The salary of executives working in CIL and SCCL was revised aa per recommendations of 3rd PRC and approved by the central govt. It was done for a period of 10 years wef 1/1/2017. But the wages of staffs and workers are fixed by JBCCI as per agreement between mgt and trade union which is called NCWA for 5 years.

For the coal sector, NCWA-XI has been implemented for 5 years w.e.f. 1/7/21 to 30/6/26. Vide letter No. 55011/3/2015-PRIW-I/Vol.IV dt. 22-6-2023, Ministry of Coal has confirmed about successfully concluding MoA for NCWA-XI and implementing wef June 23 for workmen in Coal India Ltd, SCCL and some private players (Copy enclosed in Annexure-I).

This implementation has created a huge pay conflict between that if executives and workers.

There exist DPE guidelines issued by DPE circular no. W-02/0015/2016-DPE (WC)-GL-XXIV/17 dt. 24-11-2017 which says that ***"To avoid conflict of pay scales of executives/non-unionised supervisors with that of workmen, CPSEs may consider adoption of graded DA neutralisation and/or graded fitment during the wage negotiations."***
(Copy enclosed in Annexure-II).

However, it is regretted that this wage negotiation has created a Pay-conflict with the pay scales of executives which can be addressed by providing PP (Personal Pay) component as suggested by DPE. (vide Annexure – III).

Some of the glaring examples of pay difference are given in Annexure-IV, in which 2 case studies are presented as below:

ix) first case is Comparison Of Salary And Wage Of Subordinate Enginner & Foreman I/C,
x) and second case is Comparison Of Salary And Wage Of Cost Accountant And Sr Officer (Finance)

From the above, it is clear that a non-executive staff is getting more wage than and executive. There are many other cases where daily rated workers are also getting more wage than executives. This has created an alarming situation and executives are very much demotivated and demoralized.

It is submitted that PF, leave encashment and other benefits are based on basic salary/wage and in case of more basic wage, these will also be affected.

So, firstly the salary of E1 grade executive be so upgraded that it becomes more than that of highest wage of non-executive staff/worker. When the salary of E1 level executive is increased, it will cross the salary of E2 level executive and so on.

So, the pay conflict needs to be resolved from E1 to E9 level starting from E1 grade.

In view of these facts, DPE is requested to intervene in the matter and issue necessary guidelines to coal companies for introducing pay protection of executives by way of allowing a PP (Personal Pay) component to executives.

We at AIACE hope that, our above request will be duly considered by DPE and it will issue appropriate direction to Coal Ministry, Coal India and Singareni Collieries Company to ensure that basic salary of Executives is made higher than the negotiated wages for non-executives.

Regards,

P. K. Singh Rathor
Principal General Secretary, AIACE

CC

1. Coal Secretary, Ministry of Coal, Govt of India, New Delhi.
2. Secretary, DOPT, Govt of India, New Delhi.
3. Secretary, Ministry of Finance, Govt of India, New Delhi.
4. Director General, SCOPE, New Delhi.
5. Chairman, CIL, Kolkata.
6. CMD, Singreni collieries Company Ltd, Kothagudem.
7. DT/DP/DF/DM, CIL, Kolkata.

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

Ref No. ***AIACE/CENTRAL/2020 / 066*** ***Dated 8.7.2020***

To
The Chairman
Coal India Limited,
Coal Bhawan, Premise No-04 MAR, Plot No-AF-III, Action Area-1A,
Newtown, Rajarhat, Kolkata-700156

Sub:-- Career Growth of Executives in CIL
Dear Sir,

It may be appreciated that an individual who engages in the same set of duties for a long duration might not end up happy with his/her work life. To feel valued and noticed for their efforts, employees seek promotions as a form of incentive to stay in the company. In today's fast-paced world, if employees don't sense any appreciation for their work, they are de-motivated and productivity is reduced.

As a general rule, it is best to keep the interval between promotions short of the average tenure of the employee. While it may not be possible for each staff to be promoted at the same pace, employees should at least be given a chance to explore other roles within the organization. When employees feel that they can apply their skills in distinct spheres of work, they tend to feel a higher sense of job satisfaction.

In the light of above, CIL should revisit promotion policies and also ensure that every employee is aware of these so that their expectations are kept in check. We may be permitted to suggest 3 major reforms which will infuse motivational impact among the executives of Coal India Ltd.

1. Re designation of grade as follow except medical discipline

E1- Sub-ordinate Manager
E2- Junior Manager/Management Trainee
E3- Assistant Manager
E4- Deputy Manager
E5- Manager
E6- Asst General Manager
E7- Deputy General Manager
E8- General Manager
E9- Executive Director.

For medical discipline, the designations may be as below:

E3- Assistant Medical Superintendent
E4- Deputy Medical Superintendent
E5- Medical Superintendent
E6- Dy Chief Medical Superintendent
E7- Chief Medical Superintendent
E8- Chief of Medical Services
E9- Executive Director(Medical)

2. Clubbing of disciplines for purpose of promotion from E5 to E6 onward based on competency as below:

Clubbing of disciplines for purpose promotion
Operation :-- Mining,Excavation,E&M,Survey,Civil
Commercial :-- Finance,Sales & Marketing, Material Mgt.
General Services :-- Personnel, Legal, Industrial Engg,ED, Security, Medical ,Secretarial, Community development and others.
Technical services :-- Geology, Drilling ,Environment and others.

3. Hierarchy , grade wise % of executive manpower and promotional avenues purely on vacancy basis.

E1	20%(By promotion from non-executives diploma holders in engg, Inter ICWA/CA/CS and others) after serving at least 15 years in non-executive grade)
E2	17 %(7 % by promotion from E1 grade after serving at least 10 years in E1 grade, 5% by promotion from E1 after clearing departmental exam and 5% through direct recruitment as Management Trainee)
E3	15%(5% by promotion from E2 grade(diploma holders) having minimum 5 years experience in E2 grade, 5% by promotion from E2 who were promoted after clearing departmental exam and 5% from E2 who joined through direct recruitment as Management Trainee)
E4	15% from E3 grade (direct recruitees/those who were promoted through departmental exam) after completion of 5 years in E3
E5	15% and promotion from E4 grade after completion of 5 years in E4
E6	10% and promotion from E5 grade after completion of 5 years in E5
E7	6% and promotion from E5 grade after completion of 5 years in E6
E8	1.5 % and promotion from E7 grade after completion of 5 years in E7
E9	0.5 % and promotion from E8 grade after completion of 1 year in E8

Only E1 level executives be made eligible for departmental exam and non-others for promotion to E2 grade and for promotion in E1 grade minimumn experince in the company should be 15 years.
The ratio of executives comes as shown below:

E9:E8	1:3
E8:E7	1:4
E7:E6	1:1.66
E6:E5	1:1.5
E5:E4	1:1
E4:E3	1:1
E3:E2	1:1.13
E2:E1	1:1.18

It is submitted that the above proposal, if implemented, will be able to arrest frustration among executives/non-executive employees regarding career growth. It will also create promotion avenue for semi-qualified employees (diploma holders in Engg and inter CA/ICWA/CS and others) up to E3 grade on the experience basis. As of now, the career of such employees is blocked which has created acute frustration and demoralisation in them.
In the light of above facts, AIACE demands to give a favorable look on the proposal for deliberation, approval and implementation.

Thanking You,
Yours Sincerely,

(P.K.SINGH RATHOR)
Principal General Secretary
All India Association of Coal Executives (AIACE)

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

Ref No. AIACE/CENTRAL/2024 / 079 **Dated 30.9.2024**

To

The Chairman,

Coal India Limited,

Coal Bhawan,

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

Newtown, Rajarhat, Kolkata-700156

Sub:- Resolution of pay conflict between executives and Non-executives after implementation of NCWA XI on the recommemdation of High Level committee constituted vide office order no. CIL:D(P&IR):0005:34:108 dt 4th October 2023

Dear Sir,

AIACE had been drawing attention of the management of CIL/SCCL, Ministry of Coal and Deptt of Public Enterprises regarding pay conflict between executive and non -executive employees after implementation of NCWA XI.

It had also given some suggestions on how to solve the conflict and keep all the employees satisfied and motivated vide various letter nos. viz.

(i) AIACE/CENTRAL/2023/034 dated 23/6/23,
(ii) ACE/CENTRAL/2023/048 dt 24/7/2023,
(iii) AIACE/CENTRAL/2023/049 dt. 25/7/2023,
(iv) IACE/CENTRAL/2023/063 dt. 16/8/2023
(v) AIACE/CENTRAL/2023/073 dt. 1/9/2023
(vi) AIACE/CENTRAL/2023/076 dt. 8/9/2023
(vii) AIACE/CENTRAL/2023/093 dt. 11/10/2023
(viii) AIACE/CENTRAL/2023/115 dt. 9/12/2023
(ix) AIACE/CENTRAL/2023/117 dt. 20/12/2023

It is appreciated that, CIL management had formed a committee, vide Office Order no. CIL:D(P&IR):0005:34:108 dt 4th October 2023, to suggest ways to resolve pay conflict arisen due to implementation of wage revision of non-executives as per NCWA-XI agreement. (Vide copy enclosed in Annexure-I).

It is not known whether this committee has submitted its recommendations to the management within stipulated time period as no progress is visible for resolving the issue for which it was formed.

The working executives are highly agitated over delay in resolution of the pay conflict with wage board employees.

It is requested to come up with proposal for resolving the issue. The executives will be glad to withdraw the court case, if the solutions suggested by AIACE are accepted.

Hopefully, proper action will be taken to keep the morale and motivation of the executives at the highest level.

With regards,

(R. K. SINGH RATHOR)
Principal General Secretary

CC

Secy, MOC, New Delhi

Secy, DPE, New Delhi.

CMD, SCCL, Kothagudem

Annexure – I

Ref. No.: CIL:D(P&IR):005:34:106 **Dt.**: 04th Oct, 2023

ORDER

A High Level Experts Committee, consisting of following retired Board level officials of CIL is hereby constituted for a holistic examination of emergent pay-scale related issues of Coal India Limited and recommend possible solutions for its resolution:

ii. Shri R.R. Mishra, ex-Chairman-cum-Managing Director, Western Coalfields Ltd.
ii. Shri. R.N. Dubey, ex-Director (Finance), Northern Coalfields Ltd.
iii. Shri. P.V.K.R.M. Rao, ex-Director (Personnel), Bharat Coking Coal Ltd.

Further, Board Level Executives of Subsidiary Companies of CIL will be nominated separately to attend the meetings of the above High Level Experts Committee as invitee members, to provide relevant inputs to the committee:

Shri Rajesh V Nair, Dy. GM(P)/ HOD (Policy Cell), CIL will function as the coordinator and the point of contact for the above committee.

Scope of work of the High Level Committee:

d. Examine relevant DPE guidelines, Court Judgement dt. 29.08.2023 given in W.P. No.14830 of 2023 and all related aspects of complex situation related to pay-scales.
e. Suggest feasible solutions for the issues involved.
f. Revision of grade-wise executive designations nomenclature.

Terms & Conditions for engagement of above Committee members:

i. The committee will be required to submit their report in respect of points (a) & (b) of above mentioned scope of work within two-weeks.
ii. The Committee will be required to submit report on point (c) of the above mentioned scope of work within one month.
vii. The report of the committee containing recommendations shall be submitted to Director (P&IR), CIL within the above specified period.
viii. The total tenure of the committee for the completion of the above work will be one month, extendable by maximum one more week, if required, with the approval of Chairman, CIL.
ix. The committee members (ex-CMD/ex-Directors) will be paid Rs. 1,50,000/- (Rupees One lakh fifty thousand only) per person as a fixed amount, for execution of the above work.
x. Payment of Rs. 1,20,000/- ((Rupees One lakh twenty thousand only) shall be made on completion of one month and the balance amount will be paid after acceptance of the report by CIL, HQ. The paying authority will be General Manager (Finance), CIL. vii. Incidental expenditure incurred on travelling & accommodation will be borne by CIL. viii. CIL New Delhi Office will provide required secretarial support. All relevant details required by the committee shall be made available by Policy Cell, CIL in co-ordination with Industrial Relations Division, CIL.

First meeting of the committee will be held on 07th Oct 2023 at CIL New Delhi Office, NBCC complex, opposite AIIMS, Kidwai Nagar at 11:30 AM.

ourse.

Vinay Ranjan)
Director (P&IR)

Subsequent meetings of the committee will be notified and intimated in due co se.

Distribution:

7. Chairman, Coal India Ltd.
8. Shri R.R. Mishra, ex-Chairman-cum-Managing Director, Western Coalfields Ltd.
9. Shri. R.N. Dubey, ex-Director (Finance), Northern Coalfields Ltd.
10. Shri. P.V.K.R.M. Rao, ex-Director (Personnel), Bharat Coking Coal Ltd.
11. General Manager (MP&IR), CIL HQ
12. HoD (Policy), CIL HQ

ALL INDIA ASSOCIATION OF COAL EXECUTIVES (AIACE)
(Regd. under The Trade Union Act 1926; Regd. No. 546 / 2016)
302, Block No. -4, RamKrishna Enclave, Nutan Chowk, Sarkanda, Bilaspur (CG)
Email: centralaiace@gmail.com; Ph. 9907434051

Ref No. AIACE/CENTRAL / 089 ***Dated 5.10.2023***

To

(i) The Chairman
Coal India Ltd.,
Kolkata

(ii) The CMD,
SCCL, Kothagudam

Sub: Notice for staging a day long Demonstration by working executives and retired Coal Pensioners on 30-10-2023 from 12 noon to 4 pm at (i) CIL, HQ, Kolkata & (ii) SCCL Office, Hyderabad

Dear Sir,

The executives and employees along with coal pensioners are feeling aggrieved as management has failed to resolve the burning problems which are as below:

a) Awarding wage revision of employees under NCWA-XI in violation of DPE guidelines and creating pay conflict between executive and non- executive employees

b) Orphaning the present coal pensioners in the hand of an inefficient organization called CMPFO by allowing it free hand by BOT members (including representatives of management of CIL and SCCL on the board) which mismanaged the Pension Fund as blamed by CAG vide http://164.100.47.193/lsscommittee/Public20Accounts/17_Public_Accounts_36.pdf

As such, working executives, employees and retired Coal Pensioners across the country, under the umbrella of All India Coal Pensioners Association (AICPA) and All India Association of Coal Executives (AIACE), have decided to stage one day demonstration in front of (i) CIL, HQ, Kolkata & (ii) SCCL Office, Hyderabad on 30/10/2023 from. 12 noon to 4 PM for speedy implementation of needful measures.

We seek redressal of following issues without further delay:-

(i) Needful actions to provide PERSONAL PAY (PP) to executives in order to resolve the issue of pay-conflict arising out of implementation of NCWA-XI

(ii) Coverage of non-executive employees under 10 years wage agreement and NPS, PRP and other Perquisite to them like executives.

(iii) Reforms in Medical Rules for Working and Retired executives whereby, treatment availed in any hospital/doctor is permitted. The clause for working executives requiring referral by a company doctor should be deleted and be applicable only if Travelling allowances involved is to be reimbursed.

(iv) Hassle free cashless Indoor treatment be fully ensured at all empanelled hospitals

(v) Speedy implementation on suggestions contained in *12" Report of Public Accounts Committee for* **Restructuring of Coal Mines Pension Scheme** *(Presented in Parliament on 18th March, 2020)*

(vi) Incorporate Dearness Relief (DR) component as a part of pension to ensure equitable pension irrespective of retirement date.

(vii) Enhancement of present voluntary welfare cess of Rs 10 per tonne, to a value based on selling price of coal to be levied by all government and private coal companies.

(viii) Abide by the provisions enacted in CMPS-1998 to review and revise pension every 3 years

(ix) Instead of time-and-again announcing launch of simplified process of starting widow/widower pension at Bank level, let the process start in true sense

(x) Uniform implementation of CPRMS for both executives and non-executives.

This may be treated as a notice for demonstration on the said date if no visible action is seen by the management latest by 20/10/2023.

AIACE/AICPA members will demonstrate peacefully but in case of breach of law and order, the management may be held responsible for creating such a situation due to which our members had no option but to demonstrate for fulfillment of their demands.

Yours sincerely,

P. K. SINGH RATHOR
Convenor, AICPA/AIACE

CC-

Sri Pralhad Joshi, Minister of Coal, Govt of India, New Delhi.
The Coal Secretary, Govt of India, New Delhi.
The Chief Labour Commissioner (Central), Govt of India, New Delhi.
Director General of Police, Govt of West Bengal, Kolkata.
Director General of Police, Govt of Telangana, Hyderabad
Superintendent of Police, North 24-Pargana district, Kolkata.
Superintendent of Police, Rangareddy district, Hyderabad.
Thana In- Charge, New Town Police Station, Kolkata
Thana In -charge, Namapally Police Station, Hyderabad.

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Email: centralaiace@gmail.com; Ph. 9907434051

Ref No. AIACE/CENTRAL / 002 ***Dated 8.1.2024***

To

(iii) The Chairman
Coal India Ltd.,
Kolkata
(iv) The CMD,
SCCL, Kothagudam

Sub: Confirmation of a day long demonstration before CIL office, Kolkata abd SCCL office, Kotgagudem on 22nd January, 2024 from 11 am to 4 PM

Dear Sir,

In continuation of our previous notice AIACE/CENTRAL / 118 dated 23rd Dec, 2023, it is intimated again that members of AIACE, AICPA alongwith other working & retired coal executive and employees and members of other coal pensioners and welfare associations have decided to stage one day demonstration in front of (i) CIL, HQ, Kolkata & (ii) SCCL HQ, Kothagudem on 22/1/2024 from. 11 am to 4 PM for speedy resolution of demands.

They will demonstrate peacefully but, in case of breach of law and order, the management may be held responsible for creating such a situation due to which our members had no option but to demonstrate for fulfilment of their demands.

Yours sincerely,

P. K. SINGH RATHOR
Convenor, AICPA/AIACE

Enclosure—Our Letter no --- AIACE/CENTRAL / 118 dated 23rd Dec, 2023

CC-
Sri Pralhad Joshi, Minister of Coal, Govt of India, New Delhi.
The Coal Secretary, Govt of India, New Delhi.

ALL INDIA ASSOCIATION OF COAL EXECUTIVES (AIACE)
(Regd. under The Trade Union Act 1926; Regd. No. 546 / 2016)
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Email: centralaiace@gmail.com; Ph. 9907434051

Ref No. AIACE/CENTRAL / 118 ***Dated 23.12.2023***

To

(v) The Chairman
Coal India Ltd.,
Kolkata

(vi) The CMD,
SCCL, Kothagudam

Sub: Notice for staging a day long demonstration by working and retired Coal executives, employees and Pensioners on 22-1-2024 from 12 noon to 4 pm at (i) CIL, HQ, Kolkata & (ii) SCCL Office, Kothagudem

Dear Sir,

Your kind attention is drawn to our earlier communication to you vide AIACE/CENTRAL / 093 dated 5-10-2023 (Copy enclosed in Annexure-I), through which we had intimated you about our proposed demonstration to be held on 30-10-2023 at (i) CIL, HQ, Kolkata & (ii) SCCL Office, Hyderabad for fulfilment of our various demands like,

c) Awarding wage revision of employees under NCWA-XI in violation of DPE guidelines and creating pay conflict between executive and non- executive employees

d) Orphaning the present coal pensioners in the hand of an inefficient organization called CMPFO by allowing it free hand by BOT members (including representatives of management of CIL and SCCL on the board) which mismanaged the Pension Fund as blamed by CAG vide http://164.100.47.193/lsscommittee/Public20Accounts/17_Public_Accounts_36.pdf

Later on, we were made to understand after meeting the Chairman and DP, CIL on 16/10/2023 that CIL management is keen for an early resolution of these problems. As such, vide AIACE/CENTRAL / 097 dated 18-10-2023, we had intimated about postponement of the demonstration, temporarily so that CIL works on our grievances and resolve them.

However, being dismayed over no visible progress observed in the past 2 months, in a meeting of members of AIACE & AICPA held on Zoom platform on 22-12-2023, members have resolved to stage the demonstration on 22nd January, 2024 at (i) CIL, HQ, Kolkata & (ii) SCCL Office, Kothagudem (Enclosure - II).

This may kindly be treated as notice of demonstration.

Yours sincerely,

P. K. SINGH RATHOR
Convenor, AICPA/AIACE

CC-
Sri Pralhad Joshi, Minister of Coal, Govt of India, New Delhi.
The Coal Secretary, Govt of India, New Delhi.
The Chief Labour Commissioner (Central), Govt of India, New Delhi.
Director General of Police, Govt of West Bengal, Kolkata.
Director General of Police, Govt of Telangana, Hyderabad
Superintendent of Police, North 24-Pargana district, Kolkata.
Superintendent of Police, Rangareddy district, Hyderabad.
Thana In- Charge, New Town Police Station, Kolkata
Thana In -charge, Town Police Station, Kothagudem.

Enclosure - I

ALL INDIA ASSOCIATION OF COAL EXECUTIVES (AIACE)
(Regd. under The Trade Union Act 1926; Regd. No. 546 / 2016)
302, Block No. -4, RamKrishna Enclave, Nutan Chowk, Sarkanda, Bilaspur (CG)
Email: centralaiace@gmail.com; Ph. 9907434051

Ref No. AIACE/CENTRAL / 097 ***Dated 18.10.2023***

To

(vii) The Chairman
Coal India Ltd.,
Kolkata

(viii) The CMD,
SCCL, Kothagudam

Sub: Postponment of Demonstration on 30-10-2023 by working executives and retired Coal Pensioners on 30-10-2023 at (i) CIL, HQ, Kolkata & (ii) SCCL Office, Hyderabad

Dear Sir,

Your kind attention is drawn to our earlier communication dated 5-10-2023 (Copy enclosed in Annexure-I), through which we had intimated you about our proposed demonstration to be held on 30-10-2023 at (i) CIL, HQ, Kolkata & (ii) SCCL Office, Hyderabad for fulfilment of our various demands like,

e) Awarding wage revision of employees under NCWA-XI in violation of DPE guidelines and creating pay conflict between executive and non- executive employees

f) Orphaning the present coal pensioners in the hand of an inefficient organization called CMPFO by allowing it free hand by BOT members (including representatives of management of CIL and SCCL on the board) which mismanaged the Pension Fund as blamed by CAG vide http://164.100.47.193/lsscommittee/Public20Accounts/17_Public_Accounts_36.pdf

In the meanwhile, as per our interaction with various functionaries at CIL,HQ it appears that proper steps are already underway at various levels and CIL management is keen for an early resolution of these problems.

As such, in a General Body Meeting of members of AIACE & AICPA held on Zoom platform on 17-10-2023, members have resolved to postpone the Demonstration, temporarily, in order to allow CIL to work on our grievances. (Annexure-II).

This is for your kind information.

Yours sincerely,

P. K. SINGH RATHOR
Convenor, AICPA/AIACE

CC-
Sri Pralhad Joshi, Minister of Coal, Govt of India, New Delhi.
The Coal Secretary, Govt of India, New Delhi.
The Chief Labour Commissioner (Central), Govt of India, New Delhi.
Director General of Police, Govt of West Bengal, Kolkata.
Director General of Police, Govt of Telangana, Hyderabad
Superintendent of Police, North 24-Pargana district, Kolkata.
Superintendent of Police, Rangareddy district, Hyderabad.
Thana In- Charge, New Town Police Station, Kolkata
Thana In -charge, Namapally Police Station, Hyderabad.

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Email: centralaiace@gmail.com; Ph. 9907434051

Ref No. AIACE/CENTRAL / 089 ***Dated 5.10.2023***

To

(ix) The Chairman
Coal India Ltd.,
Kolkata

(x) The CMD,
SCCL, Kothagudam

Sub: Notice for staging a day long Demonstration by working executives and retired Coal Pensioners on 30-10-2023 from 12 noon to 4 pm at (i) CIL, HQ, Kolkata & (ii) SCCL Office, Hyderabad

Dear Sir,

The executives and employees along with coal pensioners are feeling aggrieved as management has failed to resolve the burning problems which are as below:

g) Awarding wage revision of employees under NCWA-XI in violation of DPE guidelines and creating pay conflict between executive and non- executive employees

h) Orphaning the present coal pensioners in the hand of an inefficient organization called CMPFO by allowing it free hand by BOT members (including representatives of management of CIL and SCCL on the board) which mismanaged the Pension Fund as blamed by CAG vide http://164.100.47.193/lsscommittee/Public20Accounts/17_Public_Accounts_36.pdf

As such, working executives, employees and retired Coal Pensioners across the country, under the umbrella of All India Coal Pensioners Association (AICPA) and All India Association of Coal Executives (AIACE), have decided to stage one day demonstration in front of (i) CIL, HQ, Kolkata & (ii) SCCL Office, Hyderabad on 30/10/2023 from. 12 noon to 4 PM for speedy implementation of needful measures.

We seek redressal of following issues without further delay:-

(i) Needful actions to provide PERSONAL PAY (PP) to executives in order to resolve the issue of pay-conflict arising out of implementation of NCWA-XI
(ii) Coverage of non-executive employees under 10 years wage agreement and NPS, PRP and other Perquisite to them like executives.
(iii) Reforms in Medical Rules for Working and Retired executives whereby, treatment availed in any hospital/doctor is permitted. The clause for working executives requiring referral by a company doctor should be deleted and be applicable only if Travelling allowances involved is to be reimbursed.
(iv) Hassle free cashless Indoor treatment be fully ensured at all empanelled hospitals
(v) Speedy implementation on suggestions contained in *12" Report of Public Accounts Committee for* **Restructuring of Coal Mines Pension Scheme** *(Presented in Parliament on 18th March, 2020)*

(vi) Incorporate Dearness Relief (DR) component as a part of pension to ensure equitable pension irrespective of retirement date.

(vii) Enhancement of present voluntary welfare cess of Rs 10 per tonne, to a value based on selling price of coal to be levied by all government and private coal companies.

(viii) Abide by the provisions enacted in CMPS-1998 to review and revise pension every 3 years

(ix) Instead of time-and-again announcing launch of simplified process of starting widow/widower pension at Bank level, let the process start in true sense

(x) Uniform implementation of CPRMS for both executives and non-executives.

This may be treated as a notice for demonstration on the said date if no visible action is seen by the management latest by 20/10/2023.

AIACE/AICPA members will demonstrate peacefully but in case of breach of law and order, the management may be held responsible for creating such a situation due to which our members had no option but to demonstrate for fulfillment of their demands.

Yours sincerely,

P. K. SINGH RATHOR
Convenor, AICPA/AIACE

CC-
Sri Pralhad Joshi, Minister of Coal, Govt of India, New Delhi.
The Coal Secretary, Govt of India, New Delhi.
The Chief Labour Commissioner (Central), Govt of India, New Delhi.
Director General of Police, Govt of West Bengal, Kolkata.
Director General of Police, Govt of Telangana, Hyderabad
Superintendent of Police, North 24-Pargana district, Kolkata.
Superintendent of Police, Rangareddy district, Hyderabad.
Thana In- Charge, New Town Police Station, Kolkata
Thana In -charge, Namapally Police Station, Hyderabad.

ALL INDIA ASSOCIATION OF COAL EXECUTIVES (AIACE)
ALL INDIA COAL PENSIONERS ASSOCIATION (AICPA)

dt. 18-10-2023

MINUTES OF MEETING HELD ON 17TH OCTOBER 2023

A meeting of AIACE and AICPA was held on ZOOM platform on 17th October 2023. Sri. P.K. Singh Rathor, Convenor, AIACE /AICPA welcomed all the participants. He requested Dr B K Srivastav to preside over the meeting. Dr Srivastav explained that the meeting had been called to appraise the members about the meeting of Convenor with Chairman and Director (Personnel) Coal India Ltd on 16/10/2023. He requested Sri Rathor to elaborate on the discussions he had with CIL Management.

Sri. P.K. Singh Rathor said that he had planned a visit on 15-10-2023 to Kolkata to review the preparations for the proposed demonstration to be held on 30th October 2023 in front of CIL HQ, Kolkata for resolving the Pay Conflict of Executives due to implementation of NCWA-XI, Extension of NPS ,PRP, other prerequisites like executives to Non-Executives with extension of wage revision for 10 years instead of five years, CPRMS issues and Revision of Pension, among other issues. Notice of demonstration had been given to Chairman, CIL as well as CMD, SCCL and various State Government authorities on 5/10/2023. On 14-10-2023, he received a phone call from Rajarhat Police Station enquiring about the proposed demonstration and issues. Sri Rathor gave all the relevant details to the Police Officer.

Sri Rathor informed Chairman, CIL about his visit and desired to meet him, if he permitted. Sri P M Prasad, Chairman was kind enough to give time to meet him on 16th October 2023 for discussion on the issues raised by us. This itself is our success as CIL management has taken note of our tireless work towards welfare of working and retired executives and employees of the Coal Sector.

A booklet outlining the main issues such as Pay conflict, revision of pension, issues under CPRMSE etc., was prepared by Dr. B K Srivastav and was presented to Chairman and D (P), CIL. The meeting was very cordial and Chairman gave a patient hearing to our concerns. He appreciated our proposal to resolve pay conflict by formation of a committee to look into and suggest. He said that minimum pension of Rs.1000 per month had been agreed recently. It was suggested by AIACE to link the voluntary contribution by coal producers on the Sale Price of coal instead Rs.10/Rs.20 per tonne.

Chairman, CIL explained that he has assumed charge recently and working over tirelessly to meet the coal demand of the country as well all issues concerning the welfare of employees. He told about upcoming CIL Foundation Day on 1st November 2023 and requested the Convenor to withdraw the notice of demonstration to be held on 30/10/23. He assured that action will be taken on the issues raised by AIACE/AICPA from time to time. Sri Rathor explained that the decision cannot be taken by him alone and the matter would be discussed with all the members. This Zoom meeting had been called to discuss the matter.

Later, Convenor along with Sri N C Sarkar, President, AIACE, Kolkata Branch, had a separate meeting with Sri Vinay Ranjan, Director (P&IR) CIL. Sri P K Singh Rathor requested for transfer of executives as per existing policy for their proper grooming and gaining varied experience. He also raised issue of compensating the field executive for extra hours put by them in comparison to executives posted in corporate Hq and offices. It is to be noted that Sri Vinay Ranjan, even during his tenure as Director (P), ECL has been co-operative and has resolved a number of cases. Sri

Vinay Ranjan, D(P&IR) informed that action is being taken by the management on the issues raised by us.

Some issues such as inclusion of Divyang children of retired officers under CPRMSE have been resolved. Regarding the Pay Conflict, Sri Vinay Ranjan informed that some officers had approached the Courts and we have to wait for the Court's verdict. He assured us that the other issues will also be resolved in time and requested us to withdraw the notice of demonstration.

Sri R B Mathur, President, AIACE said that it is heartening to know that Chairman had called Convenor to know the issues and concerns of executives and employees. He noted that, Sri. P M Prasad, a product of CIL, has recently assumed charge and needs time. Also, it would not be appropriate to hold a demonstration on the eve of CIL Foundation Day. He suggested that we postpone the demonstration.

Convenor also met ED (Finance) to discuss regarding raising the limit of Rs.25 lakhs to Rs.50 lakhs under CPRMSE. ED (Finance) explained that the amount will be sufficient to take care of medical requirements and advised us to work for raising the limit of OPD reimbursement. Sri P K Singh Rathor and Sri N C Satkar also met and discussed the CPRMS issues with concerned officers and doctor.

It is apparent that CIL management has realised the good work being done by AIACE/AICPA and appreciates our well-researched and logical representations.

Convenor asked the members to express their opinion on withdrawal of notice of demonstration in view of the appeal by Chairman and Director (Personnel), CIL.

Sri Venu Madhav informed that elections for Telengana State assembly have been declared and as per the model code of conduct, no demonstration would be possible at SCCL HQ, Hyderabad. He said that problems under CPRMSE are very acute in SCCL. He suggested that we can postpone the demonstration by 2 months and wait for management's action on our demand.

Other members- Dr B K Srivastav, Dr A M Mohan, Shri P Tandon, Shri SN Singh, Shri K Mangapati, Shri NR Das, Shri SC Dubey, Shri A Chakraborty, Shri AK Singh, Shri AK Sharma, Shri SS Roy, Shri N Adhikari, Shri D Ramachander Rao , Shri R A M Prasad, Shri Sunil Verma, Shri NK Sharma, Shri Silvano Rodrigues, Shri BB Das, Shri B Chakraborty, Shri Pramod Kumar- were all in agreement to postpone the demonstrations to January 2024. They were of the opinion that Sri P M Prasad is trustworthy and we should honour his word and request.

Finally, it was resolved to postpone the demonstration on 30/10/23 and next date to be decided later on.

It was also decided to communicate the CIL & SCCL management regarding the decision of postponement.

The meeting ended with a Vote of Thanks by Sri Manjunath Prasad

P. K. Singh Rathor
Principal General Secretary/Convener
AIACE/AICPA

ALL INDIA ASSOCIATION OF COAL EXECUTIVES (AIACE)
ALL INDIA COAL PENSIONERS ASSOCIATION (AICPA)

MINUTES OF THE MEETING ON 22ND DECEMBER 2023

A ZOOM Meeting of AIACE and AICPA was held on 22nd December 2023 to discuss and finalise the dates for Dharna at CIL HQs, Kolkata, SCCL Registered Office, Kothagudem and at Jantar Mantar, New Delhi. Sri.R.B.Mathur, President, AIACE presided over the meeting and wished all the members for the success of our agitation and also extended festival greetings for Christmas and New Year.

Sri P.K.Singh Rathor, Convenor, AIACE, welcomed all the members and informed that it was decided earlier that demonstrations will be held at CIL HQs, Kolkata, SCCL Registered Office, Kothagudem on 22nd January 2024 and Dharna at Jantar Mantar, New Delhi on 12th February 2024 to demand, Immediate removal of Pay conflict arising out of implementation of NCWA-XI, Revision of CMPS-1998 pension, Parity of post-retirement medical benefits to executives and non-executives and other issues. Some members had requested that in view of the inauguration of Ram Mandir at Ayodhya on 22nd January 2024, the proposed dharna for that date may please be rescheduled. Sri Rathor clarified that it may not be practical to change the dates as we have to give 21 days' notice to the concerned authorities and the demonstrations cannot be postponed. Also considering the imminent announcement of General Elections it is not desirable to change the dates. He invited the views of all the members in this regard.

Dr. B.K.Srivastav explained that the event at Ayodhya will not affect the other places like Kolkata and Kothagudem and we should go ahead as planned.

All the members unanimously agreed that the demonstrations should be held as per the scheduled dates. Sri Dinkar Sahu suggested that the program at New Delhi should be held as a hunger strike. This suggestion will be considered. Sri Venu Madhav said that considering the rising incidence of COVID cases, we should take all precautions. This was agreed to by the members.

Accordingly, the demonstrations will be held as follows.

1. **Coal India HQs, Kolkata and SCCL HO, Kothagudem on 22nd January'24**
2. **Jantar Mantar, New Delhi on 12th February 2024**

The meeting ended with a vote of thanks by Sri. R.A.Manjunath Prasad.

P.K.Singh Rathor
Convenor
AIACE/AICPA