



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/2025 / 028

Dated 22.5.2025

To

The Chairman,

Coal India Limited,

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

Newtown, Rajarhat, Kolkata-700156

Sub:- Intimation about dharna before CIL office in the month of August, 2025 due to inordinate delay in resolution of pay conflict between executives and Non-executives after implementation of NCWA XI

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 for resolving the conflict vide various letter nos. viz.

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|---|---|
| (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/2024/79 dt. 30/9/2024 |

It is to note 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 nonexecutives as per NCWA-XI agreement. (Vide copy enclosed in Annexure-I).

It is regretted that management has failed to resolve the issue. It also seems that the CIL management has no serious intention to resolve the issue.

It is to recall that vide letter no. AIACE/CENTRAL/2023/076 dt. 8/9/2023, AIACE had given notice for staging dharna on 30th October, 2023 before CIL office, which was postponed after the meeting with the Chairman and on assurance by management to resolve the issue soon. But, no progress was visible. Again, notice of staging dharna on 22/1/24 was served to CIL management vide letter no. AIACE/CENTRAL/117 dt. 20/12/2023. The chairman, CIL had called a meeting on 15th Jan, 2024 and had fully assured to resolve the issue and on his assurance dharna before CIL office on 22/1/2024 was postponed.

More than one year has passed, the management has shown no interest to resolve the issue on the pretext of court case.

The working executives are highly agitated over delay in resolution of the pay conflict with wage board employees and may go for mass movement in any form for realizing the demand of resolution of pay conflict.

Through, this letter, AIACE requests management to immediately act and resolve the issue keeping in view ,the various suggestions, given vide above letters. If the management fails to resolve, AIACE members and executives of CIL will be forced to organize dharna any day before CIL office Kolkata in the month of Aug, 2025 and before subsidiary companies of CIL and SCCL HQ, Kothagudem later on.

With regards,

(P. K. SINGH RATHOR)

Principal General Secretary

CC

Secy, MOC, New Delhi

Secy, DPE, New Delhi.

CMD, SCCL, Kothagudem

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

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

(A MAHARATNA COMPANY)

A Govt. of India Enterprise

Coal Bhawan

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

Action Area-1A, New Town, Rajarhat

Kolkata-700156 (West Bengal)

Phone: 033 2324 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.

course.



Vinay Ranjan)
Director (P&IR)

Subsequent meetings of the committee will be notified and intimated in due Director (P&IR) co
se.

Distribution:

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