

**ALL INDIA ASSOCIATION OF COAL EXECUTIVES
(AIACE)**

(Regd under The TU Act,1926,Reg no 546/2016,PAN -- AAEAA7978E)

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R. B Mathur, Ex CMD,WCL
President

P K Singh Rathor
Principal General Secretary

AIACE/CENTRAL/2017/ 60

Dated 13/11/2017

To

**The Chairman
Coal India Limited
New Town, Rajarhat
Kolkata(WB)**

Sub:-- Meeting with ALL INDIA ASSOCIATION OF COAL EXECUTIVES(AIACE).

Dear sir,

ALL INDIA ASSOCIATION OF COAL EXECUTIVES(AIACE) is an association of serving and retired executives of CIL, SCCL and NLC India Limited and is registered under Trade Union Act,1926. It extends the heartiest congratulations and best wishes to you on becoming Chairman of Coal India. Under your leadership and team work, CIL is progressing fast and we appreciate your efforts for improving work culture and the quality of life of employees.

We request your precious time for a meeting with us on the following issues.

- 1. Implementation of govt approved 3rd pay revision wef 1/1/2017 keeping in view no pay anomaly should arise during its implementation.**
- 2 Creation of more no of posts at E7/E8/E9 levels and time bound promotion from E1 to E2 level onward and minimum 6 promotions during the career.**
- 3. . Promotion of semi qualified diploma holders/Inter CA/Inter ICWA and CS upto E3 grade on DPC basis.**

4. Introduction of 360 degree appraisal system in place of PRIDE for maintaining transparency and protection of sincere and honest executives from undue pressure.
5. Interest free housing ,vehicle and education loan.
6. Early implementation of NPS and Enhancement of pension with pay revision.
7. Hassle free implementation of CPRMSE, cashless treatment to retired executives in CIL empanelled hospitals and issue of smart card.
8. Attractive voluntary retirement scheme in place of premature retirement of executives
9. Decent office infrastructure and decent housing.
10. Transfer of executives from NEC to other subsidiary after completing 10 years as per their choice.
- 11 Up gradation of status of executives commensurate with Maha Ratna/ Navaratna /Mini ratna status.
12. Appropriate delegation of power to field executives for improving the performance of the organisation.
- 13 . Re designation of posts/grades .
14. Clubbing of disciplines for purpose of promotion like
 - Operation :-- Mining, Excavation, E&M, Survey, Civil
 - Commercial :-- Finance, Sales & Marketing, Material Mgt.
 - General Services :-- Personnel, Legal, Security, Medical ,Secretarial, Community development and others.
 - Technical services :-- IED, Geology, Drilling ,Environment and others.
15. Additional allowances and leave to field executives in comparison to corporate level executives.
16. Survey off of very old quarters and construction of sufficient numbers of C and D type quarters to give better feeling to officers.
- 17 . Protection of executives form external agencies.
18. Formation of Management and Development Cadre and training to all executives in inter-disciplinary fields.
19. Out of court settlement of cases regarding promotion orders.
20. Review of CDA rule and permission to charged executives to engage co-executives of his choice posted at any place within CIL.

21. Non stoppage of PRP payment to executives who are punished under CDA rule but not involving corruption cases.

22. Review of PRIDE rating and payment of PRP accordingly for previous years whose PRP rating is missing for one reason or other..

23. Continuation of leave for encashment at the time of retirement @ 300 EL and 300 sick leave.

24. Grant of Earn leave (Non Encashable) which was converted from regretted LL and accumulated till 2009 as per earlier rule.

It is requested to kindly fix a meeting with us either at Kolkata or Delhi or at any suitable place at the earliest in which about 4-5 office bearers of AIACE may attend it.

Regards

R B MATHUR

President

P K SINGH RATHOR

Principal General Secretary

Copy:-- DP/DT/DF/DM, Coal India Ltd, Kolkata