



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

AIACE/CENTRAL/2023 / 032

Dated 21.6.2023

To

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

Sub: Request for eliminating pay-conflict of executives arising out of wage revision of coal workers by CIL-SCCL under NCWA in conformity with DPE guide lines

Dear Sir,

We want to draw your kind attention to letter no. 55011/3/2015-PRIW-I/Vol.IV dt 20-6-2023 issued by Ministry of Coal, a copy of which has also been endorsed to you. (Annexure-I)

This letter intimates that a Memorandum of Agreement of 11th National Coal Wage Agreement (NCWA-XI) has been signed on 20th May, 2023 amongst Coal India Limited, Singareni Collieries Company Limited and Trade Union representatives.

We at AIACE, wholeheartedly welcome this Agreement, but at the same time, want that, 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.

It is to mention that, prior to signing of this agreement, we had been repeatedly writing to you vide our various letter nos. AIACE/CENTRAL/2021 / 061 dated 17.5.2021, AIACE/CENTRAL/2022 / 101 dated 3.11.2022 and subsequent letter no. AIACE/CENTRAL/2023 / 12 dated 3.3.2023 to ensure that no pay conflicts arise in pay scales of executives and non-executives by signing this agreement.

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 states 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."

In the light of above provisions, we request your kind intervention in asking Ministry of Coal to go ahead speedily to provide pay protection to executives, as has been suggested above.

Hoping, our request will be given due consideration and appropriate advice/direction will be issued to the Coal ministry/CIL/SCCL and all other concerned.

With Regards,



P. K. Singh Rathor
Principal General Secretary, AIACE

CC

Chairman/DP/DF/DT/DM, CIL.
CMD/D(PAW), SCCL
CMD/D(P)/D(F), All subsidiary companies of CIL

Copy for information to
The Coal Secretary, Govt of India, New Delhi.

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

Shastri Bhawan, New Delhi - 110001.
the 20th. June, 2023

Sub. Memorandum of Agreement for NCWA-XI by Joint Bipartite
Committee for Coal Industry (JBCCI-XI) - reg.

The undersigned is directed to refer to Department of Public Enterprises Office Memorandum No. W-02/0015/2016-DPE (WC)-GL-XXIV/17, dated 24th November, 2017 and to intimate that a Memorandum of Agreement of 11th National Coal Wage Agreement (NCWA-XI) has been signed on 20th May, 2023 amongst Coal India Limited, Singareni Collieries Company Limited and Trade Union representatives.

2. A copy of the Memorandum of Agreement, i.e., 11th NCWA for CIL, its subsidiary companies and SCCL is enclosed for information and necessary action.



(Darshan Kumar Solanki)
Deputy Secretary to the Government of India
Email: dk.solanki@nic.in

To,
Department of Public Enterprises,
[kind attention: Director (WC)],
Room No. 308, Block No. 14, CGO Complex, Lodi Road,
New Delhi - 110003

Copy for information to:

1. Chairman-cum-Managing Director,
Coal India Limited,
Coal Bhawan Premise No. 04 MAR,
Plot No. AF-III, Action Area-1A,
Newtown, Rajarhat,
Kolkata - 700 156.

2. CMD, Singareni Collieries Company Limited,
Kothagudem -507101