



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)

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Ref No. AIACE/CENTRAL/2023 / 065

Dated 23.8.2023

To

The Chairman,

Coal India Limited,

Coal Bhawan,

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

Newtown, Rajarhat, Kolkata-700156

Sub:- Allotment of land for Crecheold Home project in different coalfield which are unused on lease hold basis for the benefits of retired employees

Dear Sir,

The Maharatna Company, Coal India Ltd. is known for providing excellent post-retirement facilities to its retired executives and employees. Even it has volunteered to levy welfare cess on coal production for sustainability of pension fund on the request of BoT, CMPFO.

AIACE being an association, registered under TU Act, encompasses retired and working executives in its fold and work for their betterment along with looking after the interest of CIL as well.

It is known fact that in different coalfield there exist unused land and buildings belonging to CIL. We feel that a portion of unused land can be transferred on lease hold basis to any deserving body/organization who can promise to use it for betterment of retired employees.

AIACE is working towards formation of such a trust or section 8 company (like NGO) for enabling its members to have affordable Creche Old Age Homes on no loss – no profit basis. The matter is at an advanced stage in cities like Kolkata, Bengaluru and Bilaspur. Some other cities/localities are also in the race and affordability of land-cost is a major constraint. The proposed bylaws and operation modality of the AIACE Creche Old Home is attached as annexure I

It is felt that, the vast unused land in different coalfield areas can be offered for such Creche Old Homes at a considerably lower rate which will allow the retirees to be located near the coalfield areas, where most of the retired executives prefer to stay after retirement for obvious reasons and familiarity of the area. It is learnt that SAIL has started such home at Durgapur, West Bengal under its CSR initiative.

It is requested to get this request examined at appropriate level for allotment of land on lease hold basis to Creche Old Home being developed by AIACE members.

Thanking You,

With regards,

(P. K. SINGH RATHOR)

Principal General Secretary

Cc

1. The Minister of Coal, Govt of India.
2. The Minister of Finance , Govt of India
3. The Minister of Urban Development, Govt of India
4. The Minister of Social Justice & Empowerment, Govt of India.
5. The Chief Minister, West Begal/Jharlhand/Odisha/Madhya Pradesh/Chhatisgarh/ Maharastra/ Asssam/Telangana
6. The Coal Secretary, Govt of India, New Delhi
7. The Secretary, DPE
8. DT/DP/DF/DM/Director(BD),CIL
9. CMD, ECL/BCCL/CCL/CMPDIL/MCL/SECL/WCL/NCL/SCCL

Bye-laws for Proposed Creche Old Home : An initiative of AIACE

Introduction

Creche Old Home is a modern concept of joint family. It is an attempt to give feeling of community living as was found in joint family system in which collectiveness prevail upon individuality.

The home will provide the retired coal executives /senior citizens, care like a child ie the person concerned will be free from any type of anxiety and will be provided entertainment, quality life, food, clothing and shelter by maintaining uniformity in the service. They will be provided world class facility within a boundary without involvement of other agency and will be managed by the inhabitants themselves.

It will be not for profit homes run by the members themselves. These homes will be leased homes till life and no ownership will be legally provided. The home will be used by the members till life of husband and wife and after death of both, no claim can be made by the legal heirs for ownership. The initial money deposited at the time of availing this home will be returned to the legal heir without any interest.

The senior citizen home may have different types--

1. With all facilities for status conscious members with larger rooms.
2. With reasonable facilities & smaller room affordable by pension holders having less monthly pension and do not opt for higher facilities similar to group in sl. No. 1.
3. Dormitory type facilities for pension holders group drawing very little pension in a month

This is because, all pension holders are not having same financial strength--however if pension holder drawing little monthly pension may opt for homes with higher facilities, if he/she is having strong financial status presently and agrees to opt on his own strength.

The concept of creche old home is to create un-blood related joint family system of AIACE members who subscribe to rise above minor consideration for well being of all.

It will be a home for those whose sons/daughters/relatives are unable to stay and look after in spite of being capable of managing the house hold activities.

This home will give opportunity to senior citizens, a dignified and valued life.

Only AIACE members are eligible for Creche Old Home and members must work at least 5 years, selflessly before retirement ie only those members who join before 55 years of age will be entitled. Also, willing members must start paying a certain amount to the trust so that their loyalty towards the home is established well before handing over the home.

Local coal clubs developed by AIACE of the cities will be housed in the Creche Old home.

Objective of Creche Old Home

1. To construct cottages/flats for the members of AIACE at no profit no loss under brand name Creche Old Home at the selected places as per demand of members.
2. To maintain and run the Creche Old Home with the financial support of the inhabitants with high end facility as per suggestion of members.
3. To allot the cottage/flat to members only. The member means husband and wife both if alive otherwise any of the survivor.
4. To negotiate, purchase land for the Creche Old Home with land owner/developer/builder and others.
5. To negotiate with service providers like security, medical services, house-keeping and others as per situation and demand and enter into agreement.
6. To negotiate with institutions/organisations to provide expert services through the members of AIACE and inhabitants of Creche Old Home.
7. To Provide Creche Old facility to the members who are above 60 years of age but who opt for the facility before 55 years of age.
8. To transfer the amount without interest given by the members for availing Creche Old Home facility to the next kith and kin as per nomination in case of death of members (both husband and wife).
9. Any other as per need and circumstances.

Legality

It is proposed to get CRECHE OLD HOME registered under company act as a section 8 company which is treated aa NGO or trust for social work.

The Cottage registry will not be done. The members will not have ownership.

The Fixed Cost of Construction may be refunded to the Legal Heir or immediate dependant in case of demise of the Member and Spouse without Interest)

After demises of both the owners, the nominees will get the initial purchase amount of the property, (only the principal amount, without any interest) and the cottage/flat will be allotted it to the next person from the valid waiting list at the present market price as decided by the committee.

Membership

Initially, for availing the home facility, all retired coal executives who are members of AIACE are entitled but once the home is constructed and become functional, the desirous members will have to take membership at least 5 years before retirement. The retired executives will not be entitled to automatic membership but their credentials and social aptitude will be verified first by the association.

Operation

AIACE has envisaged Not for Profit old age homes, to be run by members themselves on leased basis.

Dimension of home

Minimum standards will be decided for running the home. Periodic assessment of the standards will be based on the changing needs of the elderly and AIACE.

It will be 1 BHK cottage/flat with world class facility to provide luxurious life to members for another 25-30 years after retirement. It will be a self-contained home for husband and wife

with dry kitchen only. The main kitchen will be housed in another hall, where food will be cooked and served in the hall.

The dimension of Cottage may be

Bedroom-	12x12- 144 sq ft
Hall-	15x12-180 sq ft
Wash room-	8x8- 64 sq ft
Dry kitchen-	8x8- 64 sq ft
Wardrobe/Other-	48 sq ft
Verandah	10x10- 100 sq ft

There will be another hall with common room, activity room and others with about 60% of the area will be open.

The manpower like security, driver, cook, gardener and others working in the home will be provided accommodation within the campus.

Locations of the homes

Kolkata, Ranchi, Bilaspur, Bengaluru, Delhi NCR, Pune, Haridwar, Varanasi, Mathura, Vrindawan, Nagpur, Dhanbad, Bhubaneswar and at other places/colliery areas on the basis of demand and sufficient numbers.

Preference to Beneficiaey

This home is primarily meant for those retired executives whose sons/daughters/other relatives do not stay with them normally and only as guests occasionally visit for a very short period. The guests of the inhabitants will be accommodated in other cottages to maintain privacy and 10% cottages will be reserved for guests.

Ultimate cost of the cottage

It will include land, development and construction cost of cottage and periphery and cost will be variable for different cities and locations.

Day's engagement

All inhabitants will be fully engaged in inside activities from 6 am to 6 pm like walking, yoga, gardening, singing, dancing, experience sharing, writing, worshipping etc. It is envisaged that the senior citizens will be kept busier than what they had been during active service life. Hospitals and doctors will be tied up for emergency treatment.

Social work

Inhabitant will be encouraged for social work like free coaching to students, women empowerment, health and hygiene training in nearby locality. Also tie up will be made with corporate houses for availing the expert service of the inhabitants for resolving technical, social and other issues.