



# 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)

Website: [www.aiace.co.in](http://www.aiace.co.in); Email: [centralaiace@gmail.com](mailto:centralaiace@gmail.com); Ph. 9907434051

Ref No. **AIACE/CENTRAL/2023 / 078**

**Dated 13.9.2023**

To

The Chairman

Coal India Limited,

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

Newtown, Rajarhat, Kolkata-700156

Sub:- Maintaining uniformity of leave irrespective of posting at unit, area, subsidiary or at CIL HQ and compensating executives posted in operational units by way of additional financial benefit for extra hours of work and to attract executives to work in fields

Dear Sir,

AIACE wants to bring to you kind notice, the growing resentment and frustration among executives working in fields and operational units and directly involved in coal and OB production and maintenance of machines.

We are pained to inform you that leave rules for executives working in CIL have failed to do justice to its executives working in different place of postings. It is to recall that, executives of Coal India Limited and its Subsidiaries are governed by “**Coal India Executive Leave Rules 2010**”. These rules are, in fact, biased in nature and offer undue advantages/disadvantages to executives depending upon their respective place of posing.

This can be understood by going through the following table:

Type of leave allowed	No. of Days allowed, if posted at CIL(HQ)	No. of Days allowed, if posted at Colliery Units and Remote Coalfield Areas	Difference in leave days
Paid Holidays (PH)	16	8	8
Restricted Holidays (RH)	2	0	2
Every Saturday Holidays	52	0	52
<b>TOTAL LEAVE</b>	<b>70</b>	<b>8</b>	<b>62</b>

From above table, ironically, it is established that executives posted at Colliery Units and Remote Coalfield Areas are working around 2 months extra for the same salary in each Calendar year since the date of appointment in this company. They are not being compensated for the extra efforts put by them year over years.

Most of the executives working in fields keep trying to be posted in offices at subsidiary level, CIL HQ and at other places where there is no production pressure as well as plenty of leave in comparison to fields.

We feel that, these leave rules should abide by Indian Constitution Article 14, which says that "Equality before Law" means that "among Equals, the Law should be Equal" and should be "Equally Administered", that "Like should be treated Alike".

Hence, the executives must be compensated for the extra 62 days working by way of providing them either "Lieu leave" or monetary compensation to them. Even, DPE guidelines permit this vide Office Memorandum No. W-02/0028/2017DPE (WC)-GL-XIII/17 ([https://dpe.gov.in/sites/default/files/R-145\\_0.pdf](https://dpe.gov.in/sites/default/files/R-145_0.pdf)), in which at Point no. 15: Leave regulations/management the following is stated:

***"CPSEs would be allowed to frame their own leave management policies and the same can be decided based on CPSEs operational and administrative requirements..."***

As such, it is requested that appropriate measures be initiated to remove this discrepancy in Leave Rules for Executives in CIL and bring uniformity. If, it is not possible due to operational reasons, the field executives must be compensated financially for extra efforts put by them.

With regards,



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

Copy to:

Coal Secretary, Govt of India, New Delhi  
Secretary, DPE - with a request for appropriate direction to MOC/CIL in this regard