



ALL INDIA ASSOCIATION OF COAL EXECUTIVES (AIACE)

(Regd. under The Trade Union Act 1926; Regd. No. 546 / 2016)

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Ref No. AIACE/CENTRAL / 097

Dated 18.10.2023

To

- (i) The Chairman
Coal India Ltd.,
Kolkata
- (ii) The CMD,
SCCL, Kothagudam

Sub: Postponment of Demonstration on 30-10-2023 by working executives and retired Coal Pensioners on 30-10-2023 at (i) CIL, HQ, Kolkata & (ii) SCCL Office, Hyderabad

Dear Sir,

Your kind attention is drawn to our earlier communication dated 5-10-2023, through which we had intimated you about our proposed demonstration to be held on 30-10-2023 at (i) CIL, HQ, Kolkata & (ii) SCCL Office, Hyderabad for fulfilment of our various demands like,

- a) Awarding wage revision of employees under NCWA-XI in violation of DPE guidelines and creating pay conflict between executive and non- executive employees
- b) Orphaning the present coal pensioners in the hand of an inefficient organization called CMPFO by allowing it free hand by BOT members (including representatives of management of CIL and SCCL on the board) which mismanaged the Pension Fund as blamed by CAG vide http://164.100.47.193/lsscommittee/Public20Accounts/17_Public_Accounts_36.pdf

In the meanwhile, as per our interaction with various functionaries at CIL,HQ it appears that proper steps are already underway at various levels and CIL management is keen for an early resolution of these problems.

As such, in a General Body Meeting of members of AIACE & AICPA held on Zoom platform on 17-10-2023, members have resolved to postpone the Demonstration, temporarily, in order to allow CIL to work on our grievances. (Annexure-II).

This is for your kind information.

Yours sincerely,

P. K. SINGH RATHOR
Convenor, AICPA/AIACE

CC-

Sri Pralhad Joshi, Minister of Coal, Govt of India, New Delhi.

The Coal Secretary, Govt of India, New Delhi.

The Chief Labour Commissioner (Central), Govt of India, New Delhi.

Director General of Police, Govt of West Bengal, Kolkata.

Director General of Police, Govt of Telangana, Hyderabad

Superintendent of Police, North 24-Pargana district, Kolkata.

Superintendent of Police, Rangareddy district, Hyderabad.

Thana In- Charge, New Town Police Station, Kolkata

Thana In -charge, Namapally Police Station, Hyderabad.



Ref No. AIACE/CENTRAL / 089

Dated 5.10.2023

To

- (iii) The Chairman
Coal India Ltd.,
Kolkata
- (iv) The CMD,
SCCL, Kothagudam

Sub: Notice for staging a day long Demonstration by working executives and retired Coal Pensioners on 30-10-2023 from 12 noon to 4 pm at (i) CIL, HQ, Kolkata & (ii) SCCL Office, Hyderabad

Dear Sir,

The executives and employees along with coal pensioners are feeling aggrieved as management has failed to resolve the burning problems which are as below:

- c) Awarding wage revision of employees under NCWA-XI in violation of DPE guidelines and creating pay conflict between executive and non- executive employees
- d) Orphaning the present coal pensioners in the hand of an inefficient organization called CMPFO by allowing it free hand by BOT members (including representatives of management of CIL and SCCL on the board) which mismanaged the Pension Fund as blamed by CAG vide http://164.100.47.193/lssccommittee/Public20Accounts/17_Public_Accounts_36.pdf

As such, working executives, employees and retired Coal Pensioners across the country, under the umbrella of All India Coal Pensioners Association (AICPA) and All India Association of Coal Executives (AIACE), have decided to stage one day demonstration in front of (i) CIL, HQ, Kolkata & (ii) SCCL Office, Hyderabad on 30/10/2023 from. 12 noon to 4 PM for speedy implementation of needful measures.

We seek redressal of following issues without further delay:-

- (i) Needful actions to provide PERSONAL PAY (PP) to executives in order to resolve the issue of pay-conflict arising out of implementation of NCWA-XI
- (ii) Coverage of non-executive employees under 10 years wage agreement and NPS, PRP and other Perquisite to them like executives.
- (iii) Reforms in Medical Rules for Working and Retired executives whereby, treatment availed in any hospital/doctor is permitted. The clause for working executives requiring referral by a company doctor should be deleted and be applicable only if Travelling allowances involved is to be reimbursed.
- (iv) Hassle free cashless Indoor treatment be fully ensured at all empanelled hospitals
- (v) Speedy implementation on suggestions contained in 12th Report of Public Accounts Committee for **Restructuring of Coal Mines Pension Scheme** (Presented in Parliament on 18th March, 2020)

- (vi) Incorporate Dearness Relief (DR) component as a part of pension to ensure equitable pension irrespective of retirement date.
- (vii) Enhancement of present voluntary welfare cess of Rs 10 per tonne, to a value based on selling price of coal to be levied by all government and private coal companies.
- (viii) Abide by the provisions enacted in CMPS-1998 to review and revise pension every 3 years
- (ix) Instead of time-and-again announcing launch of simplified process of starting widow/widower pension at Bank level, let the process start in true sense
- (x) Uniform implementation of CPRMS for both executives and non-executives.

This may be treated as a notice for demonstration on the said date if no visible action is seen by the management latest by 20/10/2023.

AIACE/AICPA members will demonstrate peacefully but in case of breach of law and order, the management may be held responsible for creating such a situation due to which our members had no option but to demonstrate for fulfillment of their demands.

Yours sincerely,



P. K. SINGH RATHOR
Convenor, AICPA/AIACE

CC-

Sri Pralhad Joshi, Minister of Coal, Govt of India, New Delhi.

The Coal Secretary, Govt of India, New Delhi.

The Chief Labour Commissioner (Central), Govt of India, New Delhi.

Director General of Police, Govt of West Bengal, Kolkata.

Director General of Police, Govt of Telangana, Hyderabad

Superintendent of Police, North 24-Pargana district, Kolkata.

Superintendent of Police, Rangareddy district, Hyderabad.

Thana In- Charge, New Town Police Station, Kolkata

Thana In -charge, Namapally Police Station, Hyderabad.



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



dt. 18-10-2023

MINUTES OF MEETING HELD ON 17TH OCTOBER 2023

A meeting of AIACE and AICPA was held on ZOOM platform on 17th October 2023. Sri. P.K. Singh Rathor, Convenor, AIACE /AICPA welcomed all the participants. He requested Dr B K Srivastav to preside over the meeting. Dr Srivastav explained that the meeting had been called to appraise the members about the meeting of Convenor with Chairman and Director (Personnel) Coal India Ltd on 16/10/2023. He requested Sri Rathor to elaborate on the discussions he had with CIL Management.

Sri. P.K. Singh Rathor said that he had planned a visit on 15-10-2023 to Kolkata to review the preparations for the proposed demonstration to be held on 30th October 2023 in front of CIL HQ, Kolkata for resolving the Pay Conflict of Executives due to implementation of NCWA-XI, Extension of NPS ,PRP, other prerequisites like executives to Non-Executives with extension of wage revision for 10 years instead of five years, CPRMS issues and Revision of Pension, among other issues. Notice of demonstration had been given to Chairman, CIL as well as CMD, SCCL and various State Government authorities on 5/10/2023. On 14-10-2023, he received a phone call from Rajarhat Police Station enquiring about the proposed demonstration and issues. Sri Rathor gave all the relevant details to the Police Officer.

Sri Rathor informed Chairman, CIL about his visit and desired to meet him, if he permitted. Sri P M Prasad, Chairman was kind enough to give time to meet him on 16th October 2023 for discussion on the issues raised by us. This itself is our success as CIL management has taken note of our tireless work towards welfare of working and retired executives and employees of the Coal Sector.

A booklet outlining the main issues such as Pay conflict, revision of pension, issues under CPRMSE etc., was prepared by Dr. B K Srivastav and was presented to Chairman and D (P), CIL. The meeting was very cordial and Chairman gave a patient hearing to our concerns. He appreciated our proposal to resolve pay conflict by formation of a committee to look into and suggest. He said that minimum pension of Rs.1000 per month had been agreed recently. It was suggested by AIACE to link the voluntary contribution by coal producers on the Sale Price of coal instead Rs.10/Rs.20 per tonne.

Chairman, CIL explained that he has assumed charge recently and working over tirelessly to meet the coal demand of the country as well all issues concerning the welfare of employees. He told about upcoming CIL Foundation Day on 1st November 2023 and requested the Convenor to withdraw the notice of demonstration to be held on 30/10/23. He assured that action will be taken on the issues raised by AIACE/AICPA from time to time. Sri Rathor explained that the decision cannot be taken by him alone and the matter would be discussed with all the members. This Zoom meeting had been called to discuss the matter.

Later, Convenor along with Sri N C Sarkar, President, AIACE, Kolkata Branch, had a separate meeting with Sri Vinay Ranjan, Director (P&IR) CIL. Sri P K Singh Rathor requested for transfer of executives as per existing policy for their proper grooming and gaining varied experience. He also raised issue of compensating the field executive for extra hours put by them in comparison to executives posted in

corporate Hq and offices. It is to be noted that Sri Vinay Ranjan, even during his tenure as Director (P), ECL has been co-operative and has resolved a number of cases. Sri Vinay Ranjan, D(P&IR) informed that action is being taken by the management on the issues raised by us.

Some issues such as inclusion of Divyang children of retired officers under CPRMSE have been resolved. Regarding the Pay Conflict, Sri Vinay Ranjan informed that some officers had approached the Courts and we have to wait for the Court's verdict. He assured us that the other issues will also be resolved in time and requested us to withdraw the notice of demonstration.

Sri R B Mathur, President, AIACE said that it is heartening to know that Chairman had called Convenor to know the issues and concerns of executives and employees. He noted that, Sri. P M Prasad, a product of CIL, has recently assumed charge and needs time. Also, it would not be appropriate to hold a demonstration on the eve of CIL Foundation Day. He suggested that we postpone the demonstration.

Convenor also met ED (Finance) to discuss regarding raising the limit of Rs.25 lakhs to Rs.50 lakhs under CPRMSE. ED (Finance) explained that the amount will be sufficient to take care of medical requirements and advised us to work for raising the limit of OPD reimbursement. Sri P K Singh Rathor and Sri N C Satkar also met and discussed the CPRMS issues with concerned officers and doctor.

It is apparent that CIL management has realised the good work being done by AIACE/AICPA and appreciates our well-researched and logical representations.

Convenor asked the members to express their opinion on withdrawal of notice of demonstration in view of the appeal by Chairman and Director (Personnel), CIL.

Sri Venu Madhav informed that elections for Telengana State assembly have been declared and as per the model code of conduct, no demonstration would be possible at SCCL HQ, Hyderabad. He said that problems under CPRMSE are very acute in SCCL. He suggested that we can postpone the demonstration by 2 months and wait for management's action on our demand.

Other members- Dr B K Srivastav, Dr A M Mohan, Shri P Tandon, Shri SN Singh, Shri K Mangapati, Shri NR Das, Shri SC Dubey, Shri A Chakraborty, Shri AK Singh, Shri AK Sharma, Shri SS Roy, Shri N Adhikari, Shri D Ramachander Rao , Shri R A M Prasad, Shri Sunil Verma, Shri NK Sharma, Shri Silvano Rodrigues, Shri BB Das, Shri B Chakraborty, Shri Pramod Kumar- were all in agreement to postpone the demonstrations to January 2024. They were of the opinion that Sri P M Prasad is trustworthy and we should honour his word and request.

Finally, it was resolved to postpone the demonstration on 30/10/23 and next date to be decided later on.

It was also decided to communicate the CIL & SCCL management regarding the decision of postponement.

The meeting ended with a Vote of Thanks by Sri Manjunath Prasad

P. K. Singh Rathor
Principal General Secretary/Convener
AIACE/AICPA