

ALL INDIA ASSOCIATION OF COAL EXECUTIVES (AIACE)



WHY JOIN A I A C E

Regn. no. 546 dated 24/5/2016
Registered under
The Trade Union Act, Govt. of Chhatisgarh

REGISTERED OFFICE
302, Block no-4, Ramakrishna Enclave, Nutan Chouk, Sarkanda,
Bilaspur Distt- Bilaspur (CG) 495001

ALL INDIA ASSOCIATION OF COAL EXECUTIVES (AIACE)

MEMBERSHIP ELIGIBILITY

- i) Ordinary Members: An executive employed in coal mines will be eligible to become a member of the Association provided he/she declares to abide by the bye-laws of the Association and has paid the membership admission fee and the periodic subscription to be decided by respective Executive Committee.
- ii) Advisory Members: Any superannuated/ retired Executive from Coal mines, upon retirement shall be admitted as Advisory Member and shall be referred as AM provided he/she declares to abide by the bye-laws of the Association and has paid the membership admission fee and the periodic subscription to be decided by Executive Committee.

ADMISSION AND MEMBERSHIP FEE

Application for admission for ordinary membership shall be submitted online through website of association for its consideration and approval. Membership will be given online if the applicant is found eligible as per membership norm.

Any executive shall need to apply in the prescribed form uploaded in the website and at other places. The membership shall be effective from the date of approval. The membership fee will be as below for time being and it will be revised by Central Executive Committee after every pay revision.

- a. One Time registration fee:
 - I. Ordinary Members Rs 1000/=
 - II. Advisory members retired after 1/1/2007 Rs 1000/=
 - III. Advisory members retired between 1/1/1997 to 31/12/2006 Rs 500/ =
 - IV. Advisory members retired before 1/1/1997 NIL
- b. Monthly Subscription: Ordinary/Advisory Members Rs 50/=

In case any member wishes to make advance payment for membership fee for 12 months, he shall pay only for ten months i.e. Rs 500/= towards membership fee. Any member defaulting to pay membership/Subscription / levy for six months will cease to be a member of the Association. But they can be readmitted on payment of all the due arrears along with Re-admission fee of Rs. 500/=. Special subscription/ levy will be raised, if necessary, to fulfill the aims and objectives of the Association on approval of the General Body. Such amount shall be payable by each and every member and in case of default, such a member shall be debarred from voting/contesting rights.

BENEVOLENT FUND AND ITS BENEFIT

Ordinary members shall have option to contribute towards AIACE Benevolent Fund. They shall have to pay Rs 100 /month on account of Benevolent Fund by cash/cheque/ check off system. The amount collected for the Benevolent Fund shall be separately deposited in a separate bank account exclusively for Benevolent Fund.

In case of death of ordinary member during active service period, the amount to be paid to the heirs of the deceased shall be 20 times of contribution made by him towards benevolent fund or minimum Rs 200000/= (two lakhs) only. Those officers who retire from service or resign shall be refunded the amount deposited by him in entire service life without any interest. The benevolent fund will provide economic security to the family of deceased executives.

TWO YEARS JOURNEY, BACK GROUND AND HISTORY

ALL INDIA ASSOCIATION OF COAL EXECUTIVES (AIACE) was formed on 16/5/2015 by Sri P K Singh Rathor, Sr Manager (IED), SECL Korba Area. He had announced on 1/5/2015 that if Coal Mines Officers Association of India (CMOAI) fails to resolve the issue of PRP and others, he would resign from CMOAI wef 16/5/2016. Sri Rathor resigned from CMOAI on 16/5/2015 as PRP and other issues of working and retired executives were not resolved. With the consent of likeminded officers of SECL Korba Area and support from other executives from CIL/SCCL, it was announced regarding formation of new association of coal executives named AIACE.

Just after formation of AIACE, Sri Rathor rushed to Pune to meet Sri P S Bhattacharya, Ex Chairman, Coal India Ltd who was residing in Pune. It was the last week of May, 2015, he met with Sri Bhattacharya alongwith Sri Dilip Sinha, Retd GM(C), WCL. Sri Bhattacharya listened the views patiently and appreciated the cause. He suggested to include retired executives also in AIACE because they also have stake and interest in years to come. So, it was decided that AIACE will have members from both working and retired executives.

Soon after meeting at Pune, Sri Rathor made first visit to Asansol in first week of June and visited some of areas of ECL and met with many executives to explain the compelling situation for formation of AIACE. After that Sri Rathor had toured Dhanabad, Ranchi, Delhi, Patna, Bhubneshwar, Nagpur, Talcher, Sambalpur, Kothagudem (Telangana) and other places.

The association was registered under The Trade Union Act with Chhatisgarh Govt. and the registration no is 546 dated 24/5/2016. It has got permanent account no (PAN) with no as AAEEA7978E. The registration and permanent account numbers, an association must have for collecting any subscription from members, otherwise the collection of any amount may be treated as illegal. In the last 2 years, AIACE conducted meetings each in Kolkata, Asansol, Dhanabad, in Ranchi, Delhi, Bilaspur, Bengaluru, Nagpur, Sambalpur, Talcher, Patna, Bhubnewshar, Mandamari (SCCL), Kothagudem (SCCL) , Hyderabad, Jabalpur and other smaller meetings in different areas of Coal India and Singreni collieries from time to time. AIACE has charted out core issues concerning working and retired executives of CIL, SCCL and Neyveli Lignite Corporation (Tamilnadu). Its representatives are meeting parliamentarians. State legislators and Government officials for pressing their issues for solution.

It is working over one major issue for enhancement of pension. Coal pensioners are apprehending that they may not get pension in future, if something concrete is not

done at the moment. The working executives and employees will be the worst sufferer if the issue of pension is not addressed properly.

ACHIEVEMENTS

1. PRP issue was resolved.
2. Promotion order issued for different disciplines and grades.
3. Online inter-subsidiary request transfer started
4. NPS approved by Ministry of Coal
5. Aadhar card linking started with CMPS account of pensioners
6. Benefits of CPRMSE almost streamlined
7. Online membership and fee collection furthering cashless economy
8. Establishment of All India AIACE network
9. Meeting with CMPF Commissioner, Dhanbad with delegates of AIACE
10. Membership from Neyveli Lignite Corporation.

CORE ISSUES OF ALL INDIA ASSOCIATION OF COAL EXECUTIVES

1. Up gradation of status of executives commensurate with Maha Ratna/ Navaratna/ Mini Ratna status by providing furnished accommodation, mobile phone, suits, brief case etc.
2. Delegation of power appropriately to field executives for improving the performance of the organization.
3. Creation of conducive working environment for morale boost up of executives at work place.
4. Re designation of grade as follow except medical discipline
 - i. E1- Sub-ordinate Manager
 - ii. E2- Junior Manager/Management Trainee E3- Assistant Manager
 - iii. E4- Deputy Manager E5- Manager
 - iv. E6- Asst General Manager
 - v. E7- Deputy General Manager E8- General Manager
 - vi. E9- Executive Director.

5. Clubbing of disciplines for purpose promotion
 - i. Operation - Mining, Excavation, E&M, Survey, Civil
 - ii. Commercial - Finance, Sales & Marketing, Material Mgt.
 - iii. General Services - Personnel, Legal, IED, Security, Medical, Secretarial, Community development and others
 - iv. Technical services - Geology, Drilling, Environment and others.
6. PRP Payment to SCCL executives.
7. SAME GRADE, SAME PENSION.
8. Implementation of NPS
9. Additional allowances and leave to field executives in comparison to corporate level executives.
10. Pay anomaly of working executives
11. Promotion from E1 onward in all disciplines and minimum five promotions to all. Interest on delayed payment of PRP.
12. Creation of more no of posts in E, E8 and E9 grades.
13. Open ended pay scale wef 1/1/2017 to stop stagnation and common pay scale from E6 to E9.
14. Handling CBI/Vigilance cases against honest and dedicated officers who fell prey to the system.
15. Empanelment of hospitals for cashless treatment and widening the scope for medical treatment in reputed hospitals.
16. Construction of sufficient numbers of C and D type quarters to give better feeling to officers.
17. Revision of TA/DA, Leave, LTC, HBA rules and other rules in changed scenario.
18. Protection of honest executives/executives with high integrity.
19. Construction of hostel for wards of employees studying at Kota, Visakhapatnam, Bhilai, Bhubneshwar/ Cuttack and other places.
20. Establishment of coaching institutes of medical/ engg/ mgt admission and involvement of newly recruited MTs/AMs for developing wards of employees.
21. Formation of strong body of lady executives/ wives of executives like COAL INDUSTRY EXECUTIVES' WIVES' ASSOCIATION (CIEWA) in all areas of CIL/SCCL/NLC and regular social work in surrounding villages through it.
22. Establishment of AIACE-trade union interface to maintain cordial and harmonious relation with staffs and workers for smooth operation of mines to achieve and exceed production/productivity/ profitability target of company.

23. Training to all executives in inter-disciplinary fields.
24. Promotion of semi qualified diploma holders/Inter CA/Inter ICWA and CS upto E3 grade on DPC basis.
25. Transfer of executives of sensitive disciplines after 5 years and not after 3 years. This should be in line with posting of executives in vigilance deptt for fixed tenure of 5 years.
26. Out of court settlement of cases regarding promotion orders.
27. Online request transfer system like Coal India in all subsidiary companies.
28. Transparent selection system for nomination for training and professional courses.
29. Review of CDA rule and permission to charged executives to engage co-executives of his choice posted at any place within CIL.
30. Non stoppage of PRP payment to executives who are punished under CDA rule but not involving corruption cases.
31. Starting of different services for members apart from TU activities.
32. Descent housing.
33. Holiday homes for retirees at Amarkantak, Haridwar, Shimla, Pune, Bangalore and others places.
34. Litigation free CIL.
35. Common security in colonies.
36. Others as per situation.

AIMS AND OBJECTIVES OF THE ASSOCIATION

1. To act as an effective channel of communication between the Executives and Management and appropriate government to sort out Executives' grievances.
2. To ensure career growth of the executives by way of
 - i. Rational and scientific promotion policy.
 - ii. Open system of annual performance appraisals.
3. To achieve high level of pay scales/ allowances/ incentives/PRP /pension which shall be compatible to the paying organizations in private/ public sectors.
4. To get introduced incentive schemes for acquiring and improving educational/professional qualifications of all the executives.
5. To improve the work culture of the organization so as to ensure its growth and development.

6. To foster a spirit of fellowship, solidarity and co-operation among Association members.
7. To co-ordinate with CPSU executives federations of India or any other such association in the area of mutual interests and benefits.
8. To organize seminars/conferences on subjects like effective management with the warmth of human relations, productivity, national integration, participative management, etc.
9. To encourage executives to participate in events like sports, publications of articles on various subjects, attending seminars/courses and other activities that will earn name for the organization.
10. To open institute and conduct courses /training for coal employees and others to improve their professional skills and qualities for increasing employability.
11. To conduct any other activities which are conducive to the attainment of the aims , and objectives of the Association by adopting lawful , legal and constitutional means,
12. To provide effective assistance to its members in the matter of law, taxation and grievances redressal etc.
13. To obtain representation on and affiliation with various bodies/ organization with a view to advocate and protect interests of its members.