

ALL INDIA ASSOCIATION OF COAL EXECUTIVES (AIACE)



WHY JOIN AIACE

Regn. no. 546 dated 24/5/2016

Registered under

The Trade Union Act, Govt. of Chhattisgarh

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, 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 5000/=
 - II. Advisory members Rs 5000/=
- 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 re-admitted on payment of all the due arrears along with Re-registration fee of Rs. 5000.

BENEVOLENT FUND AND ITS BENEFIT

A Benevolent Fund Scheme is administered by AIACE to provide financial security to the member and the family. In case of death of a member executive, who had been a member of AIACE for last 3 consecutive years, a lumpsum grant of Rs 10000/- is paid to spouse of deceased member. For operating this scheme, no contribution is charged from members.

In future, it is proposed to make this scheme contributory, in which, Ordinary members can contribute Rs.100/- p.m. towards this Fund. The accumulated contribution, without interest, will be refunded to the executive on superannuation/retirement/resignation. In case of death of serving executive, an amount equivalent to 20 times his contribution, subject to a minimum of Rs.2,00,000/- will be paid to the spouse/nominee. This scheme will start working after sufficient number of executives (minimum 3000) join and contribute for sustainability of the fund.

EIGHT 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 along with 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, Bhubaneswar, Nagpur, Talcher, Sambalpur, Kothagudem (Telangana) and other places.

The association was registered under The Trade Union Act with Chhattisgarh 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, Samabalpur, Talcher, Patna, Bhubaneswar, 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, and SCCL. 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. Impact at CIL Level

Reforms in HR Policy of CIL initiated and,

- a. Promotion orders issued for different disciplines
- b. Online requests for Inter-Subsidiary transfers started

2. Impact at Government Level

On 31-7-2020, AIACE wrote letter to Dr Jitendra Singh, Hon'ble Minister of State, Personnel, Public Grievances and Pensions requesting reforms in PESB Selection process.

Within 1 month of raising this issue, Committee constituted for Reforms in PESB Selection process

3. CIL Executive Defined Benefit Pension Scheme.

- a. After a prolonged fight, CIL finalised in January 2019 Defined Benefit Pension Scheme that was pending since 1st January 2007.
- b. A Core Team of AIACE guided and helped its members to file online Profile Form, Form-10E and Annexure-I on the pension portal of CIL Website
- c. AIACE constantly followed-up with Chairman, CIL to settle the cases of more than 200 retired executives. This was possible because the cases were thoroughly verified by the Team before being sent to CIL.
- d. 5 Cases of death claim were settled with help of AIACE. A few more have been taken up.
- e. A list of retirees from SECL who have not filed Profile form was received and Core Team of AIACE helped file profile forms of the following and their claims were settled or in the process of settlement.

1. Sri. Ashok Kumar Sinha Roy

2. Sri. B.Sinha Roy

3. Sri. Bhiwajee Pawar

4. Sri. M.P.Baraskar

5. Sri. R.K.Goyal

6. Sri. S.S. Lepccha

7. Sri. S.Premchandam

8. Sri. R.P.Bansal

- f. Instances of missing and/or inaccurate data on the pension portal were pointed out and CIL made the necessary corrections. Regularly cases are being taken up.

- g. Members were confused about the treatment of arrears under the Income Tax Act. Again the Core Team gave clarifications and helped the members to file their tax returns correctly. FAQ guide prepared on this matter was highly appreciated at various levels

4. CPRMSE

- a. Due to persistent efforts of AIACE, CIL has enhanced the reimbursement of annual OPD charges from Rs.15000 to Rs.36000 with effect from 1-1-2020
- b. Issue of Smart Cards has started at CIL HQ and will soon be introduced at all Subsidiaries
- c. Streamlining of medical claims is being done as per our demand. Meanwhile, speedy approvals for cashless treatment of 4 Covid-19 cases were obtained successfully.
- d. Cashless treatment at hospitals: Assurance has been given by CIL that matter will be settled early
- e. Revision of Hospital Rates by having some agreement with empanelled hospitals (As has been done by some PSUs) has been demanded. Formation of an empowered committee has been requested to revive the CPMRSE which seems under comma.

5. Payment of PRP

- a. PRP issue was resolved
- b. Some retired executives have not been paid PRP for the terminal year in which they retired. This issue was taken up, Office order on PRIDE was issued modifying the requirement
- c. Some retired executives who could not submit PRIDE due to various reasons have not been paid PRP. This issue is also under consideration.
- d. AIACE has again forwarded 38 cases where PRP has not been paid

6. Enhancement of Pension due to Pay revision due to Pay revision w.e.f. 1.1.2017

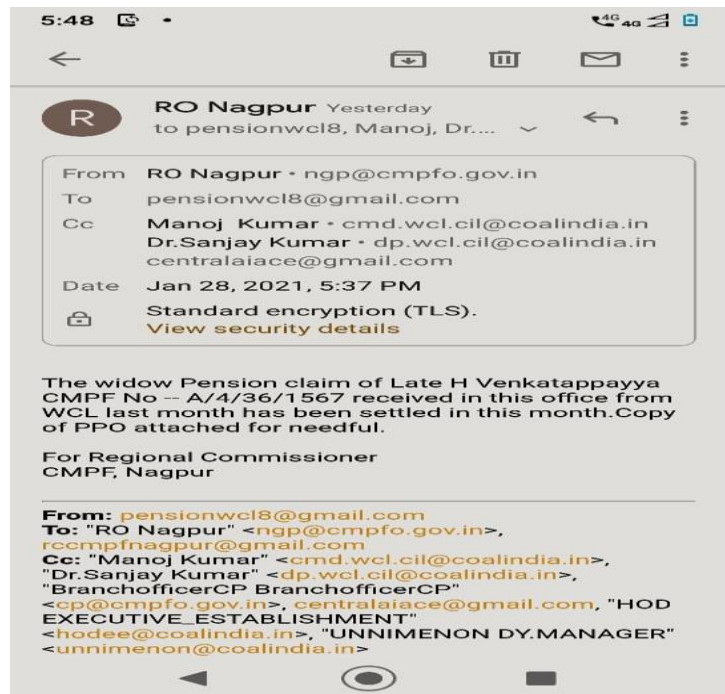
- a. Nearly 200 such cases were raised with Commissioner, CMPF.
- b. After repeated follow-up most of the cases have been resolved.
- c. The remaining 61 cases again sent from which 20 cases now remained to be settled.
- d. Further, fresh 26 cases of non-revision of pension due to pay revision has been sent

7. CMPF Pension Issues

- a. Aadhar card linking started with CMPS account of pensioners
- b. After a strong representation to improve the financial status of Pension Fund, a Cess of Rs.10 per MT on coal has been levied and paid to Pension Fund

- c. A delegation of AIACE, Bengaluru met Hon'ble MP, Bangalore South, Sri. Tejasvi Surya and submitted a memorandum about revision of pension and Interest on NPS. Hon'ble MP has assured to extend help to us.
- d. A delegation of AIACE, Patna met Hon'ble Minister, Sri. Ravi Shanker Prasad and submitted a memorandum about revision of pension and Interest on NPS.
- e. Members of AIACE from different branches handed over a similar memorandum to more than 90 different Member of Parliaments like Smt Himadri Singh (Shahdol constituency), Sri Virendra Kumar Singh Mast (Ballia constituency), Sri Sanjay Seth (Ranchi constituency), Smt Pragya Thakur (Bhopal constituency), Sri Arun Sao (Bilaspur, CG, constituency), Sri Rakesh Singh (Jabalpur, constituency) and Sri Mahesh Sahu (Bhubaneswar constituency) and have submitted a memorandum about revision of pension.
- f. Members of AIACE, Varanasi handed over a similar memorandum at the Secretariat of Hon'ble Prime Minister, Sri. Narendra Modi and have sought an appointment with him to demand revision of pension and Interest on NPS.
- g. Submission of Jeevanpramaan (Life Certificate) in Digital payment was made easy.
- h. An accord was reached with India Post Payment Bank to avail their services. Camps were organized at Bilaspur and Korba for our members.
- i. Even AIACE itself regularly organizes in-house Jeevanpramaan camps at Bengaluru, Dhanbad, Asansol, Kolkata and elsewhere to generate LC for its members.
- j. Pension case of Late Sri. H.Venkatappayya was taken up and it is a great pleasure to inform that arrears of pension and pension up to February 2021 has been paid to his widow, Smt. Prabhavati Venkatappayya.
- k. After much persuasion, AIACE was invited for a meeting with Sri. Animesh Bharathi, Secretary, Ministry of Coal who also holds additional charge of CMPF Commissioner to discuss various pending issues regarding Revision of pension, enhancement of pension and simplification of procedure for widow pension. A team consisting of Sri. R.B.Mathur, Sri. Abdul Kalam, Sri. P.K.Singh

Rathor and Dr. B.K.Srivastava had a very fruitful meeting with Secretary. MOC. As decided in the meeting, AIACE has submitted our suggestions on these issues.



It is a pleasure to inform that, suggestions submitted by AIACE to Economic Advisor to Coal Secretary, have received due cognizance and the consequent follow up actions have triggered as reflected in the following letter issued by CMPFO.

E-mail

कोयला खान भविष्य निधि आयुक्त का कार्यालय
(भारत सरकार, कोयला मंत्रालय का एक सांविधिक निकाय)
OFFICE OF THE COMMISSIONER
COAL MINES PROVIDENT FUND ORGANISATION
(A Statutory Organization under Ministry of Coal, Government of India)
मुख्यालय,
HEADQUARTERS OFFICE,

पुलिस लाईन, / POLICE LINE,
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पिन - 826014 / PIN-826014
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Phone No / फोन नं० 0326-2202114
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email : commissioner@cmpfo.gov.in

No. CPF/CP/111(26)/Evaluation/Vol.XI/Part / 221

Dated: 07 April, 2021

To

1. All Coal Companies.
2. All BOT Members.

Subject :- Evaluation of Coal Mines Pension Scheme, 1998- Reg.

Sir,

Please find enclosed herewith suggestions to strengthen corpus of pension fund as received from Shri P.K. Singh Rathor, Principal General Secretary of All India Association of Coal Executives (AIACE).

As many of the issues involved will have impact on coal companies, your comment over the issues is requested so that the matter may be discussed in the next BOT.

Yours faithfully,

Sd/-

(A.K. Sinha)

Additional Commissioner

Copy to :-

(i) P.A to Commissioner, Coal Mines Provident Fund for information.

(ii) Shri P.K. Singh Rathor, Principal General Secretary of All India Association of Coal Executives (AIACE) for information.

Sd/-

(A.K. Sinha)

Additional Commissioner

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. To bring about necessary changes where ever needed so that pensions of Executives who have retired prior to 1997/2007 and also coverage of those who retired before implementation of this scheme ie 1st April,1994.
9. 38. Creation of conducive working environment for morale boost up of executives at work place.

10. Working environment should be made more conducive & friendly & brotherly attitude towards junior executives with more responsibility followed by power.
11. 39. Skill development course & seminars to be regularly arranged
12. Additional allowances and leave to field executives in comparison to corporate level executives.
13. Pay anomaly of working executives
14. Promotion from E1 onward in all disciplines and minimum five promotions to all. Interest on delayed payment of PRP.
15. Creation of more no of posts in E, E8 and E9 grades.
16. Open ended pay scale wef 1/1/2017 to stop stagnation and common pay scale from E6 to E9.
17. Handling CBI/Vigilance cases against honest and dedicated officers who fell prey to the system.
18. Empanelment of hospitals for cashless treatment and widening the scope for medical treatment in reputed hospitals.
19. Re-introduction of CFA/LTC/LLTC.
20. Construction of sufficient numbers of C and D type quarters to give better feeling to officers.
21. Revision of TA/DA, Leave, LTC, HBA rules and other rules in changed scenario.
22. Protection of honest executives/executives with high integrity.
23. Construction of hostel for wards of employees studying at Kota, Visakhapatnam, Bhilai, Bhubneshwar/ Cuttack and other places.
24. Establishment of coaching institutes of medical/ engg/ mgt admission and involvement of newly recruited MTs/AMs for developing wards of employees.
25. 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.
26. 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.
27. Training to all executives in inter-disciplinary fields.
28. Promotion of semi qualified diploma holders/Inter CA/Inter ICWA and CS upto E3 grade on DPC basis.
29. 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.

30. Out of court settlement of cases regarding promotion orders.
31. Online request transfer system like Coal India in all subsidiary companies.
32. Compulsory transfer of executives every five year from UG to OC and OC to UG.
33. Implementation of existing transfer policy of CIL/SCCL and transfer of executives from NEC Assam to other company after 10 years of working. Transparent selection system for nomination for training and professional courses.
34. Review of CDA rule and permission to charged executives to engage coexecutives of his choice posted at any place within CIL.
35. Non stoppage of PRP payment to executives who are punished under CDA rule but not involving corruption cases.
36. Starting of different services for members apart from TU activities.
37. Descent housing.
38. Holiday homes for retirees at Amarkantak, Haridwar, Shimla, Pune, Bangalore and others places.
39. Litigation free CIL/SCCL in respect of service matter.
40. Common security in colonies.
41. 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.