



ALL INDIA ASSOCIATION OF COAL EXECUTIVES (AIACE)

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

302, Block No. - 304, Ram Krishna Enclave, Nutan Chowk, Sarkanda, Bilaspur (CG);

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AIACE/CENTRAL/2021 / 007

Dated 15.1.2021

To

The Chairman,
Coal India Limited,
Coal Bhawan,
Premise No-04 MAR, Plot No-AF-III, Action Area-1A,
Newtown, Rajarhat, Kolkata-700156

Sub: Reversion of Deemed Placement of Executives from E2 to E3 grade at par with Direct Recruits

Dear Sir,

Your attention is requested to be drawn to recent office order no. CIL/C-5A (v) /B-30 dt. 13-1-2021, on the above subject.

We feel that the decision proposed to be undertaken through this letter is bound to create a very demoralising impact on the executives, who are likely to forgo their first ever promotions in their career. It would have been better, if the management would have pleaded the case more vigorously before CIL Board. Unfortunately, this has not happened and these junior executives have been denied Pay-protection on promotion and are being asked to revert back (demoted) if they insist for it.

Needless to say, that this pay-protection if implemented, will have a negligible effect on the overall expenditure of CIL's budget. The anomaly has arisen due to faulty designing of pay scales by DPE and/or CIL. It was a golden opportunity provided to CIL for improving its HR image, in which, it has failed miserably. It is nothing but a backlash to which these junior executives are being subjected to for their heroics to approach court.

We demand that pay protection from retrospective effect should be given to all those affected executives (limited in number) whose salary has been decreased due to their promotion.

This noble gesture will go a long way in motivating the aggrieved junior level executives and increasing their morale and commitment to the Company.

In anticipation of proper favour in the above case,

Regards,

P. K. Singh Rathor
Principal General Secretary, AIACE